

PROCEEDINGS

27th Convention International Brotherhood of Teamsters



FIRST DAY

Monday, June 26, 2006

Paris, Las Vegas
Las Vegas, Nevada



FIRST DAY MONDAY MORNING SESSION

June 26, 2006

The 27th International Convention of the International Brotherhood of Teamsters was called to order in the Grand Ballroom of the Paris Hotel & Casino Convention Center at 9:00 a.m., Monday, June 26, 2006, Jim Santangelo, Western Region Vice President, presiding as Temporary Chairperson.

...An opening video and musical presentation was performed for the delegates.

ANNOUNCER: And now, representing the rank and file from across the United States of America and Canada, members of your International Brotherhood of Teamsters are proud to present the official gavel for the 27th International Brotherhood of Teamsters Convention.

Ladies and gentlemen, please welcome Western Region Vice President, Jim Santangelo.

(Standing ovation)

TEMPORARY CHAIRPERSON SANTANGELO: Thank you. Thank you very much. Good morning, delegates, friends and guests. A

special good morning to the brothers and sisters who made this union the greatest labor organization in the world, our retirees.

(Applause)

I am proud to stand before you this morning as Temporary Chair to open this historic convention. On behalf of the Teamsters throughout the West, from Seattle to San Diego, from Los Angeles to Salt Lake City, from Portland to Las Vegas, our union town, I welcome you to the 27th Convention of the greatest union in the world, 1.4 million strong, the International Brotherhood of Teamsters.

(Applause)

We open this convention under the theme of "Moving Forward Together," with Teamster pride and strength. The convention will now come to order.

Please rise and remain standing for the presentation of colors by Nellis Cadet Squadron of the Civil Air Patrol, Nevada Wing Color Guard. Please welcome them.

FIRST DAY—MORNING SESSION

(Applause)

...The colors were presented to the convention.

TEMPORARY CHAIRPERSON SANTANGELO: Please remain standing for the singing of the U.S. and Canadian national anthems. Bill Lenahan, Vice President of Local 111, Rahway, New Jersey, will sing the U.S. national anthem.

...The U.S. national anthem was sung by Bill Lenahan, Vice President of Local 111.

(Applause)

TEMPORARY CHAIRPERSON SANTANGELO: Please remain standing. Debbie Dowhan from Local 979 in Winnipeg, Manitoba, will sing the Canadian national anthem.

...The Canadian national anthem was sung by Debbie Dowhan, Local 979.

(Applause)

TEMPORARY CHAIRPERSON SANTANGELO: Thank you, Color Guard, you may now retire.

Please remain standing for the invocation. This morning's invocation will be given by Antonio Christian of Local 853 in San Leandro, California. Antonio is a recording secretary and deputy commissioner of the Teamsters Union Rights Commission and a deacon in his church.

INVOCATION

ANTONIO CHRISTIAN

Local 853, San Leandro, CA

Give to our Lord, our God, who made it possible for us to be here at another convention, the 27th convention.

There's a familiar scripture, the 23rd number of Psalms, and it says, "The Lord is my Shephard, I shall not want. He maketh me to lie down in green pastures. He leadeth me beside still waters. He restoreth my soul. He leadeth me in the path of righteousness for His namesake.

"Yea, though I walk through the valley of, the shadow of death, I will fear no evil, for Thou are

with me; Thy rod and Thy staff, they comfort me. Thou preparest a table before me in the presence of mine enemies. Thou anointest my head with oil. My cup runneth over. Surely, goodness and mercy shall follow me all the days of my life, and I will dwell in the House of the Lord forever."

Let us pray.

Father, we come this morning just to say thank You, Father, thank You for another opportunity to come here from all over the country to serve, Father.

We thank You and ask You forgiveness for our sins and just strengthen us, Father, as we do the work that You have before us. Father, we ask blessings on our Joint Executive Board here; our President, Father; our General Secretary, Father; and every delegate, every alternate, every member, every guest who is here today.

Father, we pray that we make You proud this week, Father; that we do something that You will be pleased with what we do, Father. Help us to understand we're not here for ourselves, Father, we're here representing our memberships who are at home that we've left behind. Help us that they might be proud of us, Father, that we can do the work here this week that they sent us here to do, Father.

Father, we thank You again for the opportunity. Touch us as we move forward, Father, and help us as we think last, to think about one thing in this great union, help us that we might become unified more and You in the midst of all that we do. We thank You. These many blessings in Jesus name, we pray today. Amen. Thank you.

(Applause)

TEMPORARY CHAIRPERSON SANTANGELO: Please remain standing. Thank you, Antonio.

MOMENT OF SILENCE

TEMPORARY CHAIRPERSON SANTANGELO: We will now have a moment of silence

FIRST DAY—MORNING SESSION

to honor our Teamster brothers and sisters who have passed away since our last convention. We remember with pride and gratitude their dedicated efforts to build a strong Teamsters Union. The world is a better place for their sacrifices, and they will not be forgotten.

...A moment of silence was observed by the delegation.

TEMPORARY CHAIRPERSON SANTANGELO: Please be seated.

INTRODUCTION OF DIVISION DIRECTORS

THE ANNOUNCER: Now please welcome our Teamster Division Directors.

Director of the Airline Division from Los Angeles, Don Treichler.

(Applause)

Director of the Bakery and Laundry Conference, from Local 550 in New York, Richard Volpe.

(Applause)

Director of the Brewery and Soft Drink Conference, from Local 391 in Greensboro, North Carolina, Jack Cipriani.

(Applause)

Director of the Building Material and Construction Trade Division, from Local 247 in Detroit, Michigan, Richard Stern.

(Applause)

Director of the Carhaul Division, from Local 89 in Louisville, Kentucky, Fred Zuckerman.

(Applause)

Director of the Dairy Conference and Food Processing Division; from Local 75 in Green Bay, Wisconsin, Fred Gegare.

Director of the Freight Division from Local 745 in Dallas, Texas, Tyson Johnson.

(Applause)

President of the Graphic Communications Conference in Washington, D.C., George Tedeschi.

(Applause)

Director of the Industrial Trades Division, from Local 78 in Hayward, California, Steve Mack.

(Applause)

Director of the Motion Picture and Theatrical Trade Division, from Local 399 in North Hollywood, California, Leo Reed.

(Applause)

Director of the Newspaper, Magazine and Electronic Media Division, from Local 211 in Pittsburgh, Pennsylvania, Joe Molinero.

(Applause)

Director of the Parcel and Small Package Division, from Local 175 in Charleston, West Virginia, Ken Hall.

(Applause)

Director of the Port Division from Local 70 in Oakland, California, Chuck Mack.

(Applause)

Director of the Public Services Division, from Local 237 in New York City, Carl Haynes.

(Applause)

Director of the Rail Conference, from Local 122 in Boston, Massachusetts, John Murphy.

(Applause)

Director of the Tankhaul Division, from Local 637 in Peoria, Illinois, Keith Gleason.

(Applause)

Director of the Trade Show and Convention Centers Division, from Local 82 South Boston, Massachusetts, John Perry.

(Applause)

And Director of the Warehouse Division, from Local 117 in Seattle, Washington, John Williams.

(Applause)

TEMPORARY CHAIRPERSON SANTANGELO: Let's give our Division Directors a big hand.

(Applause)

We are honored today to have the Las Vegas Mayor Oscar Goodman welcome us to his city. Mayor Goodman has been a champion of the

gaming and hospitality industries which employ thousands of Teamsters and other union members. Now in his second term as mayor, it is safe to say that Las Vegas wouldn't be Las Vegas without Mayor Goodman. He is the self-proclaimed "Happiest Mayor in the World."

Please join me in welcoming our friend, Mayor Oscar Goodman.

(Standing ovation)

HONORABLE OSCAR GOODMAN

Mayor

Las Vegas, Nevada

Thank you very much. Thank you very much. What a great privilege it is for me to welcome you on behalf of the City of Las Vegas. It's great having you here.

I arrived in Las Vegas in 1964 with \$87 in my pocket having graduated law school back East. We drove across the country and came here, and it was a cow town. Nothing much was happening in those days, and yet, because of the presence of unions, we have become the Entertainment Capital of the World, the tourist destination of the world, the fastest-growing city in the United States. We have a new person coming into our community every six minutes. We finish a new home every 19 minutes. We build more than one school a month, and we are on fire. We would be nothing without the union presence in our community.

(Applause)

These big hotels are built, they're magnificent; but without the folks who work the hotels, without the folks who service the hotels, these hotels wouldn't be able to exist. We have a very, very strong presence as far as our culinary and SEIU and the other unions that help us make Las Vegas a very special place.

So with that in mind, I want to thank you for being here. I want you to have a great time. Remember one thing, what happens here, stays here.

(Applause)

TEMPORARY CHAIRPERSON SANTANGELO: Thank you, Mayor Goodman. We look forward to continuing our work with you on issues important to working people and their families.

CONVENTION CALL

TEMPORARY CHAIRPERSON SANTANGELO: Our next order of business is reading of the official Convention Call. Will Reading Clerk Meline Juarez please come forward and read the official Convention Call.

...Reading Clerk Juarez presented the following:

Official Convention Call

**TO THE OFFICERS AND MEMBERS OF
AFFILIATED LOCAL UNIONS, JOINT
COUNCILS, STATE CONFERENCES,
BMWED SYSTEM FEDERATIONS, BLET
GENERAL COMMITTEES OF ADJUST-
MENT AND TEAMSTERS CANADA**

In accordance with the provisions of Article III, Section 1, of the International Constitution,¹ you are hereby notified that the 27th International Convention of the International Brotherhood of Teamsters (the "Convention") will convene in the City of Las Vegas, Nevada, on June 26, 2006, at 9:00 a.m. at the Paris Las Vegas, for the purpose of nominating candidates for Regional and At-Large Vice President positions;² nominating candidates for International Trustee positions; and nominating candidates for the offices of President of Teamsters Canada, General Secretary-Treasurer, and General President; considering amendments to the International Constitution; and transacting such other business as the Convention may lawfully consider in accordance with the Convention Rules, the **Rules for the 2005-2006 IBT International Union Delegate and**

Officer Election ("2006 Rules"), and the Consent Order entered in *United States v. International Brotherhood of Teamsters, et al.*, U.S.D.C. SDNY No.88-Civ.-4486 (DNE) (Mar.14, 1989).

BASIS OF REPRESENTATION. In accordance with Article III, Section 2 and Article VII, Section 5 of the International Constitution, each Local Union having one thousand (1,000) members or less shall be entitled to one (1) delegate, and one (1) delegate for each additional seven hundred fifty (750) members or major fraction thereof, but in no case shall a delegate have more than one (1) vote, even though he or she may also be a delegate from the International Union or from more than one subordinate body. For the determination of delegate entitlement, the term "Local Union" includes all IBT Local Unions and the following IBT subordinate entities within the IBT Graphic Communications Conference and the IBT Rail Conference:

Graphic Communications Conference ("GCC"): All GCC local unions with 125 or more members

GCC: GCC local unions with less than 125 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.

Brotherhood of Locomotive Engineers ("BLET"): All BLET General Committees of Adjustment ("GCAs") with 100 or more members.

BLET: BLET GCAs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.

Brotherhood of Maintenance of Way Employees Division ("BMWED"): All BMWED System Federations ("SFs") with 100 or more members.

BMWED: BMWED SFs with less than 100 members shall be consolidated by the IBT geographic region in which their headquarters are located, and vote as though they constituted a single local union within the region.

Teamsters Canada Rail Conference ("TCRC"): The BMWED and BLET Divisions within the TCRC will each be treated as a single local union.

No proxy vote will be allowed. Only delegates certified by the Election Supervisor will be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

Each Local Union shall be required to send all of the delegates to which it is entitled to the Convention, unless the General Secretary-Treasurer and Election Supervisor have attested to the financial inability of the Local Union to send a full delegation and thereafter the Local Union's membership has voted to send less than a full complement of delegates. However, a delegate may seek financial assistance in order to attend the Convention, subject to Article XI of the **2006 Rules**. A Local Union not sending its full complement of delegates shall not constitute a basis for challenging the credentials of the remaining delegates representing that Local Union so long as the Local Union has complied with Article II, Section (4)(b)(8) and Article III, Section 3(a) of the Rules.

In accordance with Article III, Section 5(c) of the International Constitution, International Officers shall be entitled to all the privileges of regularly credentialed delegates by virtue of their position. However, in that capacity, such delegates will not be permitted to nominate

from the floor, second a nomination, or vote for the nomination of International Union Officers.

In accordance with Article III, Section 5(d) of the International Constitution, Joint Councils and State Conferences are entitled to one (1) delegate each. However, such delegates will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers.

In accordance with the Merger Agreement between the IBT and Graphic Communications International Union (the "GCC Merger Agreement"), the GCC President shall be a delegate to the Convention, however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise accredited as a Convention delegate. Also, in accordance with the GCC Merger Agreement, any members of the GCC General Board and any delegates to the GCC convention who are not otherwise delegates or alternate delegates to the Convention shall be invited as guests at the Convention.

In accordance with the Merger Agreement between the IBT and BMWED (the "BMWED Merger Agreement"), the BMWED National President shall be a delegate to the Convention, however, he will not be permitted to nominate from the floor, second a nomination, or vote for the nomination of International Union Officers unless he is otherwise accredited as a Convention delegate. Also, in accordance with the BMWED Merger Agreement, any officers of the BMWED National Division shall be invited as guests at the Convention.

REQUISITES FOR REPRESENTATION.

In accordance with Article III, Section 3 of the International Constitution:

(a). Except as provided in (c), no Local Union shall be entitled to representation in the Convention that has not been chartered, affiliated, and in good standing for a total of six (6)

months prior to the opening of the Convention.

(b). No IBT Local Union shall be entitled to representation in the Convention which, at the time of the Call of the Convention, is six (6) months or more in arrears in moneys due to the International Union or to any subordinate body thereof with which such Local Union is affiliated, or which, if less than six (6) months in arrears, has not paid all such arrearage in full at least three (3) days prior to the opening of the Convention, excepting those moneys due for the last month, which amounts must be paid by the beginning of the Convention. GCC Local Unions, BLET GCAs, and BMWED SFs, are entitled to representation at the Convention provided they have satisfied the per capita obligations required by their respective merger agreements with the IBT and are otherwise not more than six (6) months or more in arrears. If the circumstances warrant, the General Executive Board or the Election Supervisor may waive any of the foregoing requirements on a nondiscriminatory basis.

(c). The General Executive Board or the Election Supervisor is empowered to grant full representation to any Local Union which has been affiliated with the International Union for less than six (6) months when such Local Union was formerly affiliated with an international union other than the International Brotherhood of Teamsters or was chartered as a result of split-of for merger.

EXPENSES OF DELEGATES. In accordance with Article III, Section 4 of the International Constitution, each subordinate body shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies.

Each GCC Local Union having 125 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with

other subordinate bodies. For the GCC local unions having less than 125 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BLET GCA having 100 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BLET GCAs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Each BMWED SF having 100 or more members shall pay the expenses of its delegates to the Convention, or make arrangements for such payment of expenses by agreement with other subordinate bodies. For the BMWED SFs having less than 100 members and grouped by IBT geographic region to elect Convention delegates and alternates, the expenses of those delegates shall be paid as directed by the Election Supervisor.

Expense allowances for delegates and alternates should be determined in accordance with your union's bylaws or past established practice and any rules issued by the General Secretary-Treasurer, to the extent they are consistent with the **Advisory on Delegate and Alternate Delegate Expenses** to be issued shortly by the Election Supervisor. Delegates and alternates may not receive duplicate expenses or allowances, even if authorized. Thus, in determining the amount of expenses or allowances, the Local Union must take into account any expenses or allowances a delegate or alternate receives from another labor organization.

DELEGATE CREDENTIALS. Credentials will be issued by the Election Supervisor and mailed or delivered by him to each certified del-

egate, with a copy to the General Secretary-Treasurer. The credential shall have typed thereon the delegate's name and the Local Union number, and shall be signed by the Election Supervisor.

At the Convention, each delegate must present at the time of registration his or her credential, properly signed by the Election Supervisor. Each delegate must be a member in good standing from a Local Union entitled to representation and, therefore, entitled to a seat at the Convention. Each delegate should have, if possible, a copy of his or her paid-up dues receipts for the month of May 2006 to present at the time of registration. If the delegate is unable to obtain his or her dues receipt, dues records will be verified at the Convention by the Credentials Committee and the Election Supervisor.

In addition, each delegate or alternate delegate must present at registration a government-issued picture identification (preferably a driver's license).

ALTERNATE DELEGATES. Each Local Union has elected alternate delegates to the Convention. Said alternate delegates have been separately nominated and elected by secret ballot, and certified by the Election Supervisor. Credentials are not provided for alternate delegates. A Local Union shall pay the expenses of its alternate delegate(s) for attendance at the Convention, as set forth in the Local Union Election Plan approved by the Election Supervisor. However, a Local Union cannot pay the expenses of an alternate delegate unless it sends and pays for expenses of its full complement of delegates. If the Local Union sends or pays the expenses of less than all of its elected alternate delegates, the highest-ranking alternate delegate(s) shall be those sent and for whom expenses are paid. A Local Union may not send to the Convention or pay the expenses of any member or guest unless it pays the expenses of all its alternate delegates regardless

of the terms of the Local Union Plan.³ **2006 Rules**, Article III, Section 3(c). Alternate delegates may seek financial assistance in order to attend the Convention, subject to Article XI of the **2006 Rules**.

AMENDMENTS AND RESOLUTIONS.

In accordance with Article III, Section 9(a) of the International Constitution, at least thirty (30) days prior to the Convention, Local Unions, Local Union officers, members in good standing, or general officers shall have the right to send to the General President proposed amendments or additions to the Constitution, or resolutions, which shall be submitted to the Constitution Committee when it meets.

All of the applicable provisions of Article III and Article VII, Section 5, of the International Constitution, and the provisions of Article III of the 2006 Rules, are hereby incorporated by reference in this Official Convention Call.

Furthermore, you are hereby requested to review in detail those provisions of the International Constitution and the 2006 Rules concerning this Convention.

Fraternally yours,
C.Thomas Keegel
General Secretary-Treasurer
cc: Richard W.Mark, Election Supervisor

¹ All references to the IBT Constitution are to those sections in effect under the Consent Decree.

² As a result of mergers with the Brotherhood of Locomotive Engineers, the Brotherhood of Maintenance of Way Employees and the Graphic Communications International Union, a proposal to amend Article IV of the IBT Constitution to increase the number of Vice Presidents at-large from five (5) to seven (7) will be submitted to the Convention in June 2006. Delegates at the Convention shall nominate candidates for seven (7) at-large Vice Presidents in the event the proposal is approved. Rules for the 2005-2006 IBT International Union Delegate and Officer Election, Article III, Section 5(a).

³ Guest badges will not be issued to employer/company representatives.

DELEGATE WILLIAM HAMILTON, Local 107: Mr. Chairman. I would like to make a motion to dispense with the reading of these minutes.

TEMPORARY CHAIRPERSON SANTANGELO: Do I have a second?

...The motion was seconded by several unidentified delegates.

TEMPORARY CHAIRPERSON SANTANGELO: It has been moved and seconded to dispense with the reading of the Convention Call. All in favor of the resolution, say aye.

The ayes have it, the motion is adopted.

(Applause)

Any noes?

COMMITTEE APPOINTMENTS

...The committee co-chairs and members were introduced to the delegation as follows:

Appeals and Grievance

Edgar (Ed) Allers
Rome Aloise
Richard Ashdown
William Brehl
Frank Burdell
Thomas Conelias
Alain DeGrandpre
Frank Fink
Roy Finley
Betty Rose Fischer
Landol D. Fletcher
Diana Franken
Terrence Hancock
John Harren
Ron Herrera
Charles A. Jones
Jim Kabell
Daniel "Kane, Jr."
Gary Kitchen
William "Lickert, Jr."
Roy Marshall
Andrew Marshall

FIRST DAY—MORNING SESSION

Susan Mauren (Co-chair)
Louis Miller
Albert Mixon
Dean Modecker
Stuart Mundy (Co-chair)
Roger Niedermeyer
Gerald Pauli
Claudia Pettit
Ritchie Reardon
Douglas Robbins
David Robinson
Mike Stapleton
Thomas Stiede
Michael Susko
Michael Sweeney
Gordon Sweeton
"Paul "Dino" Taormina
Charles Whobrey

Constitution

Anthony Andrews
Danny Barton
Richard Bell
Robert Bouvier
Ferline Buie
John Bulgaro
Randy Cammack
Jack Cipriani
John Coli
"Liberio "Leo" Correa
Fred Correll
Leo Deaner
Ron Douglas
Patrick W. Flynn
Tommy Fraser
Fred Gegare
Frank Gillen
Keith Gleason
Don Hahs
"Richard "Ken" Hall
Carroll Haynes
Al Hobart
James P. Hoffa (Co-chair)

Roger Insprucker
Tyson Johnson
Daniel "Kane, Sr."
C. Thomas Keegel (Co-chair)
David Laughton
William Lichtenwald
Ronald Lucas
Walter A. Lytle
Chuck Mack
Larry McDonald
Donald McGill
John Murphy
Henry "Perry, Jr."
Jim Santangelo
Fred Simpson
"W. C. "Willie" Smith
John Souza
Denis Taylor
George Tedeschi
James Williams
Gary Witlen
Ken Wood
Fred Zuckerman

Credentials

Dave Baker
Stephen Banus
Ed Barnum
Anthony (Tony) Barr
Daniel Bartholomew
Mike Bergen
Serge Berube
Pierre Andre Blanchard
Carlos Borba
Robert Bryan
Ken Bryant
Gerald Cadeau
Rocco Calo (Co-chair)
Tony Cornelius
Gary Dunham
David Froelich
Daniel Grace
Michael Hartman

FIRST DAY—MORNING SESSION

James Kelly
David Laxen
Paul Lovinus
Michael McLaughlin
Steve Mongan
Franklin Myers
James Neal
Patrick Radzak
Thomas Ratliff (Co-chair)
David Reardon
Mark Rime
Samuel Rosas
Jock Rowe
Douglas Rubbelke
John Ryan
James Sheard
John Silva
Lou Smith
Gary Staring
Allan Thomas
James Tobin
Howard Wells
Don West
Mike Williquette
Lawrence Yoswa

Diversity

Robert Bernat
Rod Blackburn
LaMont Byrd
Art Cantu
Antonio Christian (Co-chair)
Thomas Curtin
“Lloyd “‘Chip’” Elgert
Greg Floyd
Jose Galvan
Roy Gillespie
Tony Gonzalez
Debra Haddock
Harvey Jackson
Nathaniel Jackson
Cheryl Johnson
Robert Kornhass

Yvette Pena Lopes
Ramon Luna
Marla McKibbin
George Miranda
Bill Munger
Richard Parent
Arlene Praw
Wilbert Rance
Lucio Reyes
Alice Riley-King
Ken Roper
Anthony Rosa
Margaret Sacha
Mary Lou Salmeron (Co-chair)
Archie Smith
Becky Strzechowski
Linda Townsend
Joseph Yeoman

Organizing

Pilar Barton
Van Beane
Javier Bonales
David Cook
Mike Crawford
Dan Dengel
Vito “Dragone, Jr.”
Marc Dreves
Jason Gateley
“Richard “Ken” Hall
Michael Hogan (Co-chair)
Steve Jones
Daniel “Kane, Jr.”
Henry Leonard Kelley
William P. Logan
Walter A. Lytle
Chuck Mack (Co-chair)
Susan Mauren
Harry Mishloney
Cherie Oberst
Luz Perez
Henry Perry, Jr.
Lucio Reyes

FIRST DAY—MORNING SESSION

Don Robinson
Robert Ryder
"W. C. "Willie" Smith
Leonard Smith
Mike Stapleton
Steven Sullivan
Joseph Valenti

Pension and Benefits

Rome Aloise
John Bulgaro
William Coli
Dan Farbrother
Fred Gegare
Dave Hawley
C. Thomas Keegel (Co-chair)
David Laughton
Anthony Lock
Thomas R. Metzinger
John Murphy
Tom Nyhan
Michael Sander
William M. Shappell
Joe Silva
John E. Slatery
Brad "Slawson, Sr."
Rusty Stepp
Steve Waitman
John "Ward, Esquire"
Charles Whobrey

Political and Legislative

Letitia Acosta
William Black
Robert Blanchet
Colleen Brady
Mike Ciabatoni
Adolph Felix
Anthony Fiori
Betty Rose Fischer
Danny Gates
Donald J. Gerdesmeier
Chuck Harple

Kolette Heath
Roger Insprucker (Co-chair)
Harvey Jackson
Bill Lenahan
Ronald Lucas
Mike Manley
Mike Mathis
Fred McLuckie
Albert Mixon
Sonny Nardi
James Neal
Fred Potter (Co-chair)
Ed Rendon
Betty Robinson (Sorbo)
Chip Roth
Kellie Shamblin
Brad "Slawson, Jr."
Mark Sobczak
A. J. Stokes
Scott Sullivan
John Tolman
Frank Zebell

Resolutions

Frank Biekx (Co-chair)
Robert Bridges
Brian Buhle
Wilford (Bill) Byington
Richard Charruau
Michael (Mike) Coli
Garry Collett
William Cunningham
Patrick Darrow
Craig Eddins
Matthew Fazakas
John Gale
William Hamilton
Douglas Henderson
Alvin Jones
Patrick Kelly
Paul Kenny
Kenneth Kwapisz
Francois Laporte

FIRST DAY—MORNING SESSION

Steve Mack
Mike Martin
Sammy Martinez
Kevin McCaffrey
Mark McEntee
Harold McLaughlin
Gregory McQuitter
James Merritt
Tommy Monthey
David Mottern
Tim Nichols
Greg Nowak
Thomas "O'Donnell, Jr."
Wayne Perleberg
John Perry
Michael Pharris
Steve Pocztowski
Brad "Slawson, Sr."
James Smith
Ernie Soehl (Co-chair)
Michael Spencer
Troy Stapleton
John Steger
Mary Stuart-Fairburn
Brent Taylor
James Todd Thomason
Thomas Tweet
Richard Volpe
Thomas Watt
Garnet Zimmerman

Rules

Chuck Baez
Brian Ball
Joseph Bennetta
Michael Beranbaum
Carey Bertram
Lawrence Brennan
Edmund Burke
Charlie Byrnes (Co-chair)
Thomas R. Coffey
Jerry Conner
Dennis M. Crean

Dean Cypher
Donald DiLeo
Randy Doner
Robert Doss
"Anthony "Tony" Frasco
Franklin Gallegos
Michael Goebel
Gilles Halle
Stanley Hennessy (Co-chair)
Terry Hewer
Robert Hogan
John Howry
John Humphrey
Stephane Lacoste
Karen Lankford
Robert Lennox
David Lucas
Mike Magnani
Dotty Malinski
Danny L. McGowan
Daniel McKay
Larry Myles
Sylvester Needham
Martin Perez
Fred Potter
Darrell Pratt
John Quigley
David Richards
Stephen Richmond
Ted Russell
Herman (Wayne) Schultz
Wayne Shatkoff
Lester A. Singer
Dominic Tocco
Don Toney
Earl Walker
Robert Walston
Robert (Bob) Warnock
Larry Wedan
Raymond Whitmer
Philip E. Young
Patrick Ziga

FIRST DAY—MORNING SESSION

Sergeant-At-Arms

Gordon Ament
Alfred Antonio
Earl Averette
John Balbi
Greig Barnes
Virginia Barnes
Pilar Barton
Brett Bartosik
Fred Bartuch
John Baumann
David Belisle
Robert Bell
Janet Benefield
Mark Blasgen
Danny Bosak
Martin (Marty) Bowerman
Ben Bramble
Steve Bruno
Bill Burgos
Robert Byrnes
Lou Calemene
William Carroll
Salvatore Catania
Carmen Cecere
Michael Clark (Co-chair)
Ken Cohen
James Cole
Christopher Colello
Michael Corrigan
Linda Cotham
Scott Curley
Mark Davison
Michael Deal
Terry Demaree
Robert DiGirolamo
Paul DiGrazia
Thomas Dimizio
Timothy Dunn
Nick Duran
Dan Edmundson
Thomas Erickson
Kevin Evans

Matthew Flynn
Ehren Gerdes
Carmen Ghiotto
John Gibson
George Gima
Mike Giovannetti
Tim Gitary
Peter Granello
"Ronald "Stretch" Gregory
Roy Gross
Mike Grzyb
Scott Haines
Kevin Hamilton
James Harper
Michael Hilliard
Kevin D. Hunter
Charles Jarvis
Rick Jensen
Forest Cody Johnson
John Kaiser
John Kerins
Kent Kerns
Rob Kniss
Michael Krainer
Sharon Kurzawski
Leo Laliberte
Johnie C. Larch
Richard Laughton
Thomas Laughton
Beverly A. Lewis
James Limone
Sylvia Lovato
Gary Lucas
Brian Lytle
Mike Malicoat
Lou Marini
Frank McKeag
Timothy Meadows
Thomas Mielcarek
Stan Miller
Ray Milmoie
James Mobley
Gary Monroe

FIRST DAY—MORNING SESSION

Dana Moore
John Moylan
Peter Mullen
Peter Murphy
Dick Mynes
Sonny Nardi
"Angel ""Carlos"" Nayar
Gary Neeman
Freddie Negrette
Ray Nevin
Larry Newton
"Robert ""Brian"" Norman
Estanislado Ochoa
Jerome Otis
Bob Paffenrogh
David Pearce
Santiago Perez
Nick Petrecca
John Pirnat
Keith Pope
Fred "Potter, III"
Nick Puccini
Leonard (Lenny) Radle
Douglas Radonich
Lealon Raley
Aaron Ramos
Gerald Ranita
Henry Rasinski
Jack Redmond
Hector Rendon
Juan Lucio Reyes
Frank Rocha
Ron Rocha (Co-chair)
Carl Rollins
Tom Rosano
Brian Rothman
Johnny Russo
Frank Schook
James Schrader
George W. Scott
Richard Shade
John Shea
Connie Slayback

Jeffrey Sottnick
Stephen Spillane
Michael "Spinelli, Jr."
Tony Storz
Joe Tauriac
Kris Taylor
Walter Thiede
Edward R. Thomasson
Don Thornsburg
Robert "Trappe, Jr."
Tom Vande Hey
Robert Voss
Diane Vulakovich
Steve White
Joseph Williams
Michael Wright

(Applause)

The Convention Parliamentarian advises the Convention Chair on procedural issues or on rule interpretations that may arise during the course of the convention.

Please welcome our Parliamentarian for the Teamsters 27th Convention, Stanley Brand.

(Applause)

Please welcome the people who keep our International Union running day to day: From the Office of the President, Leo Deaner, Executive Assistant to the General President.

(Applause)

From the Office of the Secretary-Treasurer, Richard Bell, Executive Assistant to the Secretary-Treasurer.

(Applause)

Our General Counsel, Brad Raymond.

(Applause)

The director of the IBT Legal Department, Gary Wilten.

(Applause)

And readers, Mark Sobczak from Local 20 in Toledo, and Meline Juarez from Local 63 in Covina, California.

(Applause)

FIRST DAY—MORNING SESSION

TEMPORARY CHAIRPERSON SANTANGELO: It is my pleasure to hand the gavel off to a great leader in our union who will introduce the General Executive Board. He has been a Teamster since 1959, and we all know him as a man of courage and determination. He has played the key role in restoring our union's financial integrity. Please welcome General Secretary-Treasurer Thomas Keegel.

(Standing ovation)

INTRODUCTION OF THE GENERAL EXECUTIVE BOARD

GENERAL SECRETARY-TREASURER KEEGEL: Thank you. I appreciate it. I want to thank you for that introduction, Jim, and thank all of you for that warm welcome.

The opening day of our convention is always a great day. We will be making history together here at our 27th Convention. I always feel rejuvenated from convention week, ready, willing and able to go on with the difficult rewarding work of being a Teamster leader.

I'm proud to be able to now introduce the members of your international Teamsters General Executive Board.

First, our International Vice Presidents At-Large: Secretary-treasurer of Local 63 in Covina, California and trustee, Joint Council 42, Vice President Randy Cammack.

(Applause)

Secretary-treasurer of Local 75 in Green Bay, president of Joint Council 39 in Wisconsin, National Dairy Director, Vice President Fred Gegare.

(Applause)

President of Local 237 in New York, Director of the Public Services Division, Vice President Carl Haynes.

(Applause)

President of Local 817 in Lake Success, New York, Director of the Motion Picture Division, Vice President Thomas O'Donnell.

(Applause)

Secretary-treasurer, Local 222 in Salt Lake City, president of Joint Council 3, Western Region Freight Director, Vice President Ralph Taurone.

(Applause)

Now our regional international vice presidents:

From Teamsters Canada, the President and International Director of Teamsters Canada, Robert Bouvier.

(Applause)

President of Local 419 in Mississauga, Ontario, secretary-treasurer of Joint Council 52, Vice President Tom Fraser.

(Applause)

International Representative, Vice President Garnet Zimmerman.

(Applause)

From the Central Region:

President of Local 710 in Chicago, recording secretary of Joint Council 25, Vice President Pat Flynn.

(Applause)

Secretary-treasurer of Local 414 in Fort Wayne, Indiana, Central Region Freight Director, Vice President Walt Lytle.

(Applause)

From Minneapolis, Minnesota, Vice President Dotty Malinsky.

(Applause)

From Toledo, Ohio, Vice President Les Singer.

(Applause)

From Kansas City, Missouri, Vice President Phil Young.

(Applause)

From the Eastern Region:

President of Local 391 in Greensboro, North Carolina, and director of the Brewery and Soft Drink Conference, Vice President Jack Cipriani.

(Applause)

Secretary-treasurer of Local 122 in Boston,

FIRST DAY—MORNING SESSION

Massachusetts, the Rail Conference Director, Vice President John Murphy.

(Applause)

Secretary-treasurer of Local 550 in New York and director of the Teamsters Bakery Conference, Vice President Rich Volpe.

(Applause)

President of Local 175 in Charleston, West Virginia, and director of the Parcel and Small Package Division, Vice President Ken Hall.

(Applause)

From the Southern Region:

President of Local 79 in Tampa and president of Joint Council 75, Vice President Ken Wood.

(Applause)

National Freight Director and International Vice President Tyson Johnson.

(Applause)

From the Western Conference:

President of Joint Council 28 in Seattle, Washington, Vice President Al Hobart.

(Applause)

Secretary-treasurer of Local 70 in Oakland, California, president of Joint Council 7 and Port Division Director, Vice President Chuck Mack.

(Applause)

Secretary-treasurer of Local 848 and president of Joint Council 42 in Southern California, Vice President Jim Santangelo.

(Applause)

And our International Trustees:

President of Local 840 in Salinas, California, Trustee Frank Gallegos.

(Applause)

President of Local 891 in Memphis, Trustee Henry Perry.

(Applause)

From Washington, D.C., Local 639, Trustee John Steger.

(Applause)

Thanks to all of you for the great job you have done over the last five years. Let's give our General Executive Board a hand.

(Applause)

Brothers and sisters, are we going to rock and roll this week or what?

(Applause)

Now we have a special video celebrating our General President James P. Hoffa.

...A video presentation was shown to the delegation.

ANNOUNCER: Ladies and gentlemen, please welcome Teamsters General President James P. Hoffa.

(Standing ovation)

KEYNOTE ADDRESS

JAMES P. HOFFA

General President, IBT

Good morning. You look beautiful this morning. So great to be here. I want to welcome you to the 27th International Teamsters Convention.

(Applause)

We're here. What an honor it is for me to address you as your General President. Since we met here five years ago, we have made history. Since then, we have changed this great union and we've changed the American labor movement.

While others have faltered, the Teamsters have gained. We have the best wages. We have the best health care. We have the best pensions. And we have the best Teamster contracts in the land, that's us, and we're proud of it.

(Applause)

But you know, when you think about it, what do our neighbors have? Do they have good health care? Do they have good pensions? Are they working two and three jobs? I know people like that; low-wage jobs at Wal-Mart and McDonald's, no job protection, no representation. Who is fighting for them? Who is trying to get them health care insurance? Who is trying to lift them up? It's the Teamsters fighting for working families every day, all of us, locals and joint councils together. We're doing it together. We should be proud.

FIRST DAY—MORNING SESSION

(Applause)

Let me ask you a question. Are the politicians fighting for working families?

(Shouts of "No" from the delegation.)

Is the Chamber of Commerce fighting for working families?

(Shouts of "No" from the delegation.)

Is the National Right-to-Work Committee fighting for working families?

(Shouts of "No" from the delegation.)

That's what I thought, you're right. Look around you, fellow delegates. We are the ones fighting for working families and we've got a big job to do. Can we do it?

(Shouts of "Yes" from the delegation.)

You're damn right.

We are the last, best hope for working families, fighting corporate greed, fighting for decent wages, fighting for retirement security, fighting for health care, fighting for fair trade and job security.

Today, corporate America is on the attack as never before. Corporate greed is everywhere — NAFTA, CAFTA, sending American jobs overseas, cutting health care and pensions, busting unions and destroying families. You know, it's time to sound the alarm. It's time to say "Wake up America, we've got to fight." That's what we've got to do.

(Applause)

We're paying \$3 a gallon for gasoline. What do you expect from two oil men in the White House? While we're paying through the nose, they're giving a \$400 million golden handshake to a CEO at Exxon. That's not Exxon's money, that's our money, and we need it back. I think so.

(Applause)

We should be saying enough is enough. I'm proud to say that the Teamsters Union is standing up for America. Ten years ago we weren't. Our union had nothing in the bank. Our Strike Fund was busted. We were being destroyed

from within. We were hopelessly divided, brother against brother, sister against sister, union against union, and even joint councils against joint councils.

Today we are united and on the move. Today we have a strong Strike Fund. Today we have resources to run large-scale organizing campaigns against global employers. Today we've got a hundred million dollars in the bank. In 2002, elected delegates — many of you here — came here and put our financial house in order.

That's what our Special Convention was about, to restructure the dues with an eye on the future.

But one man made the difference, and he continues to work with me to move this union forward — my partner, my friend, the greatest secretary-treasurer the Teamsters Union has ever had, Tom Keegel. Let's hear it for Tom. You the man! You the man!

(Standing ovation)

That's what I'm talking about.

Thanks to Tom Keegel, we have a strong Strike Fund. Thanks to Tom Keegel, our financial houses are in order. Other unions have seen our progress, and they've joined us. Proud unions like the Brotherhood of Locomotive Engineers. Where are you? Let's hear it! Are you in the house?

(Applause)

There they are back there. Say "hello" to them.

(Applause)

We've also been joined by the Brotherhood of Maintenance of Way. Are they in the house? There they are back there.

(Applause)

And the Graphic Communication Conference, are they in the house?

(Applause)

Now all of us, let's give them all a big Teamster welcome. Stand up and welcome them.

FIRST DAY—MORNING SESSION

(Standing ovation)

That's wonderful. We are so proud to call you brothers and sisters.

Today we are poised to grow as never before. Our goal is wall-to-wall representation of transport workers from ports to the rails to the roads to the air. When my father was under attack in the 1960s, they said he was the most powerful man in America. You're damned right! Now it's time for the Teamsters to be the most powerful union in America. That's our goal and we're going to do it.

(Applause)

Anything that moves on the rail, the road or in the air should be Teamsters. That's what I'm talking about.

(Applause)

We must organize the entire supply chain. Our new brothers and sisters in the Rail Division are a link in that chain. Port drivers are a link in that chain. Airline pilots and groundworkers are a link in that chain. Our members in freight and UPS and DHL are a link in the chain.

But the most important link in the chain is our local unions and our joint councils. Our union is built on the bedrock of local union autonomy. Our Constitution spells it out, and our foundation is based on it. That's where we get our strength. Today we have formed a new partnership with our International and the joint councils and the local unions.

That's true in Chicago. Is there anybody in the house from Illinois? Where are they? Over there.

(Applause)

You know, Illinois has been amazing. They've rededicated themselves to organizing, and they've added thousands of new members in Illinois.

Where's the California people? Are they in the house?

(Applause)

Look at that. California and Nevada and the

great joint councils in the West are organizing workers and winning battles every day and adding new members.

Is there anybody here from New York? Are they in the house?

(Applause)

You know, New York is a great story because we've united New York. There's a new unity in the entire state of New York. Together they are fighting night and day, and they're adding thousands of New York workers.

Where's the Ohio conference? Are they in the house?

(Applause)

They're organizing DHL and everything else that moves. Ohio is doing great.

And what about our friends from Canada, the fastest growing region in the Teamsters Union, where are they?

(Applause)

Fantastic! These Teamsters, along with thousands of other people across North America, have dedicated themselves to organizing and growing our union's bargaining power. Every day we are coordinating on every level of the union to take on national, regional and global employers because that's what you have to do today. As more locals and joint councils grow, our organizing power grows.

We left the AFL-CIO because we wanted to organize, and we're doing just that. We created the Change to Win Federation with more than six million workers in that federation. We're organizing ports and Cintas and school bus drivers. Right here in Las Vegas we're organizing casino workers. What a thought, ha? That's what we should be doing.

We're building Teamster power in our core industries: Small package, freight, UPS, DHL and yes, even Fed Ex. We're organizing the solid waste industry, and we're running strategic campaigns to make sure we get neutrality and card-check agreements.

FIRST DAY—MORNING SESSION

But the biggest asset we have when it comes do organizing is the fact that we are Teamsters. That's why 1200 Nashville police officers joined the Teamsters Union; and that's why 3200 customer service reps at America West joined the Teamsters Union; and that's why 1,000 Highline school workers in Washington State joined the Teamsters Union; and that's why DHL, First Student and BFI workers are joining our great union.

They joined the union because they want hope and they need hope. And our message is we will keep hope alive in the Teamsters Union. We stand for hope. We are hope. We are the hope of the future.

(Applause)

In the labor movement we say that an injury to one is an injury to all. When you pick a fight with one Teamster, you pick a fight with all of us. That is the way we believe.

(Applause)

And you probably heard that UPS just bought a company called Overnite, and they call it UPS Freight and they painted the trucks brown. Well, guess what. I make a pledge to you we're going to organize Overnite and make them all Teamsters. That's our goal.

(Standing ovation)

We're going to do it. We're going to do it. That's our goal.

We can't change America if we don't grow, and we must grow if we're going to make health care a right, not a privilege. We must grow if we're going to make retirement security a right, not a privilege. We must grow if we're going to close the gap between the rich and the rest of us.

The only way to make things better is through organizing, and that's what the Teamster unions understand and that's what we're about. We know we have to organize. We know how to fight. And when we focus on the workers, not politicians, we win. No amount of money

thrown at politicians will help workers if the labor movement continues to decline.

When our forefathers built this union, they didn't ask politicians to build it for them, they did it themselves. They went to the workers and they organized. They fought and they won. They forced the politicians to listen to us, and that's got to be our goal.

(Applause)

We didn't leave the AFL-CIO to weaken the labor movement, we left to make it stronger.

Today we are fighting many battles. Who kept unsafe Mexican trucks off of American highways? The Teamsters Union did that.

(Applause)

And I pledge to you the Teamsters Union will keep the borders closed until Mexico meets its end of the bargain, and they haven't done that.

(Applause)

We couldn't do this if we were weak. We couldn't lead this fight if we were divided. And thank God that we're strong, strong enough to win a 10-billion-dollar contract at UPS; strong enough to get the hammer back in freight; and strong enough to get health care and pensions for workers at Costco, while Wal-Mart employees have nothing; strong enough to make sure that we have the best contracts in the brewery industry with Anheuser-Busch and Miller.

Today we are respected as never before. Today we show our strength and our unity. Today we show our pride. Today we show our solidarity.

That's what this convention is all about. We will move forward. We will be together. Our course is clear. Our finances are strong. Our membership is growing. But what we must do is even more than that. We must never be satisfied. We must build on this record of success.

I want to recognize some of the soldiers who are out there fighting every day to organize. Let's hear it for our mighty army of organizers. They're in the back.

(Standing ovation)

(The organizers chanted, "Every day, every hour, organize team power.")

(Applause)

GENERAL PRESIDENT HOFFA: That's quite an army we have.

We must build a lean, mean organizing machine. We must set our sights on a bigger, stronger Teamsters Union. We must grow to two million, three million, four million. That has to be our goal.

Today we are taking on large employers in whole industries. We're organizing entire supply chains. Today, through our partnership with joint councils and local unions, we are organizing as never before.

I was raised in a Teamster home. I was raised to believe that the Teamsters Union is the greatest union on earth.

And you know what? It's still true today. Still true today. We are the best.

(Applause)

In 2001, this body made history. We enacted the Teamster Democracy Package, which means "One Member, One Vote." We are the most democratic union in the world. Our union is only as strong as its members, and you know better than anyone that we have the greatest members in the world. Let's hear it for our members who can't be here but we represent them.

(Applause)

We see them every day out there driving trucks and forklifts, working in offices and airlines and hospitals. Today they're doing extraordinary things like rebuilding Ground Zero after 9/11, or helping our members after the horrible tragedy of Hurricane Katrina. The real heroes are our members who go out to work every day and do their duty. And I'm so proud of our members; they are Teamster power.

I'd like to ask some of these members to join me here on stage right now.

Please join me in saying hello to these members.

(Standing ovation)

That's Teamster power. Aren't they beautiful?

(Applause)

The theme of this convention is "Moving Forward Together." That's how we're going to succeed, together as one. It's the only way we're going to grow this union, together as one. Your union needs you and we need each and every one of you.

We have a lot of work to do. Let's have a great convention. God bless America and God bless the Teamsters Union.

Thank you very much.

(Standing ovation)

Like all of you, I'm proud to be a Teamster. As the son of the General President James R. Hoffa, I grew up at union meetings and on picket lines. When I began work when I was a little kid, the first thing I did was join the union, and I dedicated my life to strengthening this great union and building better lives for working Americans.

We are gathered here today for our historic 27th Convention in the city with the highest per capita of union workers in the country, Las Vegas, Nevada. Las Vegas is a union town, beaucoup.

(Applause)

As Teamsters, we can take pride in the fact that we helped build this city. Without the Teamsters, Las Vegas would not be modern Las Vegas. And we are still organizing workers here throughout Nevada to make sure life is even better for our workers here.

Now, let's hear from some of our members from this great state. Please welcome coach worker Joe Sampson from Teamsters Local 631, right here in Las Vegas.

Come on up, Joe.

(Applause)

BROTHER JOE SAMPSON
Local 631

Good morning, brothers and sisters. It's a great day to be a Teamster. I've been employed

FIRST DAY—MORNING SESSION

at Coach USA approximately 17 years. And the last four years what we endeavored, myself and the other employees, to have the Teamsters come in and represent us — we were having problems.

We had another union in our house at the time, and I won't call that name. But, anyway, we just seemed like we could never get where we needed to go. We didn't have the proper representation. We didn't have a pension plan. I mean, we really had nothing. We were fractured. By the time we came down to the fourth year of our contract, we only had like 25 members in that union.

So when we organized through the help of the organizers that came on board — and they did a fantastic job, they organized us, we had 100 percent — 100-percent vote for the Teamsters.

(Applause)

That's been going on four years, because we took about a year and some time to forge out a contract. Now we have a decent contract, people holding their heads up. You know, we're understanding a lot about unity. Unity is important.

The other thing that we think is important in our house is that we understand how leadership works. Leadership is important, even when you're starting from the beginning. You have to have good leadership from that organizer to that business agent. And personally, I would like to give my hats off to my business agent, Bill Brown, who has —

(Applause)

His report card is A-plus at my job. He gets the job done in any house that he has. He shows love and he takes his time. He's here today for me.

So what I say to you, always remember that guy. He may be timid about joining the union, but if you have good strength and unity in your house, hey, you can achieve a lot. You know, the hundred-percent thing, we like to have it, but you know what? If you walk it and talk it, you

can make other people believe, and I believe. Thank you.

(Applause)

BROTHER JEFF BAK

Local 995

It's great to be here today. I'm Jeff Bak, I'm a Rio valet attendant. We fought through a very long and difficult organizing campaign. The strength we needed to organize came from our workers and from the talented and dedicated staff of our Local 995 working under Helen Green and Mike Magnani. Mike and Helen made sure that we had all the resources we needed to organize in the shortest amount of time possible.

As Mr. Hoffa said, a union is only as strong as its members and as strong as its contract. The strength of our contract didn't come from us at the Rio, it came from you folks out here in the audience, and Mr. Hoffa and Mr. Santangelo specifically, two people who truly understand that we are stronger collectively than we are as individuals.

On behalf of the Teamster employees at the Rio, thank you very much for all your help and strength.

(Applause)

RHONDA LINK

Local 631

Good morning, everyone. My name is Rhonda Link. I'm the second of three generations of Teamsters. My father was a Teamster in Local 631, so is my husband and my two children.

I'm an HVAC technician at the Tonopah Test Range in Central Nevada. We support military testing and training. In 2001, we needed better wages, we needed a better benefit plan, and we needed a voice to speak for us to management. So I called the Teamsters.

There was resistance from the company at

first. Go figure. But when things looked bleak, I called our union organizer, John Milner. He was very professional, very knowledgeable, and very supportive. He could tell me exactly in the sequence of things where we were at and what to expect. He was dynamite. He was our little cheerleader.

We won our election. There were 250 of us; we won it, and we won it big. Within six months of that we had a contract. So thanks to our Teamster representation, we now have a benefit package, better wages, and we have a voice.

We're currently renegotiating our contract, and I'm on the negotiation committee. At the table the other day, the chief negotiator for the company looked at the Teamster committee and said, "You guys are really lucky that you have Teamster representation." And I agree.

Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Without the dedication and commitment of members, our union could achieve nothing. It's our members that make all the difference. Our newly organized members understand what it means as much if not more, than the rest of us. New Teamsters know what it's like not to have a union, not to have a union contract, and not to have the benefits that we have. What a difference it makes.

To tell us more about some of the stories we have about our newest members, please welcome our first representative, Deb Morrow, a newly organized America West worker from Teamsters Local 986 in South El Monte, California.

Come on up, Deb.

(Applause)

SISTER DEBBIE MORROW

Local 986

Good morning. What an honor. Thank you so much for having me here this morning. What a great crowd.

My name's Debbie Morrow, I'm a proud member of the Local 986, here in Las Vegas. I've been a customer service agent at America West Airlines for 16 years now. Eight years ago, a friend of mine and I decided to work to build a union at America West. Our company was inconsistent in work rules, pay, hiring, firing; they pick and chose who got a raise. There was nothing uniform about our jobs.

We tried to organize with another union three times; we had no success. Teamsters came in and knew how to get the job done. Get 'er done!

(Applause)

John Milner, Manny Valenzuela and Greg Chockley were awesome to work with; they were such great coaches for us.

When America West and USAirways started their merger last year, our union was so beneficial. We had a voice. USAirways couldn't dictate what we were going to have; we had a voice there.

Clacy Griswold has been an amazing leader throughout our negotiations, and as of this month, 3400 workers and myself have a contract with the new USAirways thanks to Teamsters.

(Applause)

John, Manny, Greg, Clacy, thanks for everything. Teamsters, we couldn't have done it without you. You're amazing. Thank you.

(Standing ovation)

BROTHER ED GOODWIN

Local 135

Good morning. My name is Ed Goodwin. I'm a proud member of Local 135. I work for a logistics company called TNT in Indianapolis. What we do there is distribute John Deere parts worldwide. We do 800 million a year in John Deere parts distribution.

Before we became union, me and my co-workers sent a letter to the corporate office with 90 percent of the signatures of the folks on the

floor signing it. We asked for a raise, we asked for respect.

The head guys from corporate came up and they responded. They told us TNT was having a record year in profits. They said, "Oh, by the way, we ain't giving you a raise."

We knew we had to form our union. We stuck together, even through the company's rough campaign. We worked hard with Local 135, and in October of 2004 we won our election by a big margin.

When we started negotiating our contract, the company dragged its feet. It was a rough campaign, and we gave them a drop-dead date to negotiate on Good Friday of last year.

We did it. We got our first contract. We ratified that contract by 96 percent on a first vote.

(Applause)

Now we have the respect at work, the pay raises and the contract that any Teamster member deserves.

(Applause)

I would like to thank the International; president of Local 135, Danny Barton; Secretary-Treasurer Brian Buhle; and Jeff Combs, organizer of 135, for all of their support. And I would like to thank you for the opportunity to listen to me today. Go Teamsters.

(Applause)

BROTHER RICK KEARNEY

BMWED, Teamsters Rail Conference

Good morning brothers and sisters. My name is Rick Kearney, I'm a proud member of the Brotherhood of Maintenance of Way Employees Division, which is part of the Teamsters Rail Conference.

(Applause)

I work at Nortrak in Cheyenne, Wyoming. We manufacture rail products, including switches for the railroad industry. Two-and-a-half years ago we saw the need for change. The call for help was answered by Dave Tanner and the

BMWED. The Teamsters also rallied in support with an organizing seminar.

One year after certification, we achieved our first contract — better wages, better benefits and a real grievance procedure in place of the company's bullshit open-door policies.

(Applause)

This is what the power of unity achieves, and I'm proud to be a Teamster member. Thank you.

(Applause)

DR. DENNIS NAVE

Local 1149

Good morning, everyone. My name is Dr. Dennis Nave from Local 1149 in Syracuse, New York. First of all, I would like to extend my appreciation to all my fellow Teamsters, as well as President Hoffa, for this opportunity to speak to you today. I am deeply honored.

Frankly, in a way, I'm sorry I have to be here today. You see, I've been a practicing physician for 25 years and my time should be spent caring for patients back home in Upstate New York. But because of the national health care crisis, I am compelled to come before you today.

In Upstate New York and across our nation the delivery and practice of medicine has become more and more challenging. For one thing, our federal government has cut reimbursements to physicians, hospitals and nursing homes, making it more difficult to hire and retain well-trained staff, as well as purchase new equipment for the care of our senior citizens.

For another, 46 million of our fellow Americans lack health insurance. And perhaps most importantly, the working families that do have health insurance are being short-changed by greedy health insurance executives who cumulatively received over \$400 billion in compensation last year. Bill McGuire, CEO of United Health Care, received \$1.6 billion alone, up from one-half billion dollars the year before.

Today, high-priced CEOs present physicians with one-sided contracts where conditions are nonnegotiable. Patients suffer as these contracts restrict the ability of physicians to diagnose and treat them. Patients are asked to pay more of the ever-skyrocketing premiums their employers can no longer afford. Co-pays to specialist physicians in emergency rooms have become so high, patients do not always seek the care they need. Co-pays at the pharmacy have risen to the point some patients don't fill all their prescriptions, leading to more costly health problems later and more time missed from work.

One hundred years ago President Theodore Roosevelt realized the great danger to democracy when the wealth of the nation was controlled by a handful of rich men such as J.P. Morgan and John D. Rockefeller. He then set out new laws to break up monopolies that were more threat to democracy than any act of terrorism.

Today we have a national health care system controlled by a handful of millionaire/billionaire bureaucrats, that it is estimated that one-third of health care spending by insurers goes to its bureaucrats.

One study in the "New England Journal of Medicine" found that health care bureaucracy cost U.S. consumers \$294.3 billion in 1999. By 2003, a study by Public Citizen, a national consumer group, estimated health insurance executives cost consumers \$399.4 billion annually. It is estimated we need 200 billion to insure the 46 million uninsured Americans, roughly half of what the health care executives are raking in.

In all but six health care markets, health insurers maintain a monopoly across the United States, according to Department of Justice figures. In Upstate New York, where I practice family medicine, one insurer maintains a 70-percent market share and recently reported an 80-percent increase in profits and record compensation to their executives, including an additional \$2.5 billion in bonuses. To celebrate its

record profits, that insurer proposed cuts of up to 25 percent to physicians in one rural county where it is already difficult to retain physicians to practice.

Does this scenario sound familiar? In every industry, including health care, corporate greed persists, where executives want ever-rising profits while those doing the work continue to receive less.

In the delivery of health care, the results are even more devastating as patients are denied diagnostic testing, surgery, therapy and prescription medications, all for the need of health insurance executives to rake in billions, not just millions, of dollars. The pursuit of corporate profit and personal fortune have no place in care giving. They create enormous waste and more clinical decision-making; hence, the health insurance CEO is not the solution to our health care crisis, they are the cause. Remember, health insurance executives made more than \$400 billion last year. Half that amount would provide health insurance to the 46 million uninsured.

For physicians, the gratifications of healing gives way to anger and alienation in a system that treats sick people as commodities and physicians as their tools. In private practice we waste countless hours on dealing with a bureaucracy of roadblocks from insurers that ensure their executives' exorbitant compensation at the expense of working families and the rest of the business community. As a result, working families are being asked to contribute more toward their health care while others have been priced out of any health care at all. The burden on businesses is helping to drive them out of business or to foreign shores.

Physicians, on average, spend two hours each day dealing with managed-care issues, time taken away from direct patient care.

But I did not come here to tell you about the problems physicians are facing today in provid-

FIRST DAY—MORNING SESSION

ing care for their patients. You all know that the health care system is in crisis and at the mercy of the new robber barons of the 21st century, the health insurance CEO. What I am here to report to you today is of a revolution in health care that is occurring in Upstate New York and spreading quickly. What I am here to tell you is the beginning of a solution to our national health care crisis.

This solution is not from any state, federal or local government, it is not from any consumer group or health organization. The solution, my friends, my brothers and sisters, is that the only organization in the world with the strength and the fortitude to address and solve our health care crisis — and that is the Teamsters.

(Applause)

Even as I speak, hundreds of independently practicing physicians across New York state are joining you, the International Brotherhood of Teamsters, to restore balance to the practice of medicine, preserve the doctor/patient relationship. The Teamsters have heard our cry to help level the playing field with health insurers by supporting collective bargaining for physicians. The Teamsters have heard our cry for help when no one else would to kick the insurance CEO out of the exam room so that the doctor and patient can decide on the best course of treatment based on medical necessity and not corporate profit.

(Applause)

And it is the Teamsters who have heard our cry to stop the delay in care that prolongs the suffering and disability of our patients. Our newly-formed Physician Teamster Alliance, based in Syracuse, New York, already has more than 500 members committed to the restoration of quality health care based on the principle of treating patients right the first time without corporate interference.

We are working with our state legislature to pass laws giving us the right to bargain collec-

tively against health insurance monopolies that have destroyed the doctor/patient relationship.

We are supporting laws to regulate health insurance premium increases so that the sky is no longer the limit for those increases.

We are working to stop pharmaceutical companies from buying physician prescribing information from pharmacies, so as to pressure doctors a right for certain drugs.

We are in our infancy but are on our way with your help.

I want to reiterate my thanks to the Teamsters Union for welcoming me here as a representative of a concerned group of frustrated physicians in Upstate New York. We have turned to the Teamsters because we know that together we can do what needs to be done to make sure that the American medical care retains its proper place as the world leader of excellence and that this care is available to all Americans, regardless of financial or economic status. This is what we want.

I am so encouraged that my fellow Teamsters will be arm in arm with us as we seek to achieve our noble goals. It is through your help, my fellow brothers and sisters, that we will eventually solve this health care crisis that faces our nation. Our government, both national and local, have failed. Physicians and patients alone have failed. But in my heart I know that the Teamsters will get it done.

(Applause)

On a personal note, I am currently a member of the AMA, my state and county medical societies. I serve on the executive committees of my local central labor council and county medical society. I also serve on the steering committee of my local council and occupational safety and health. I have even been a member of two other unions. But of all the organizations I have ever belonged to, there is nothing that I am more proud of than to say that I am a Teamster.

(Standing ovation)

Thank you. I hope to meet and speak with as many of you as I can during the rest of the convention. On behalf of all the physicians who are proud members of the Teamsters, I want to personally thank you for welcoming us into your family. Let us remain united in solidarity. If anyone asks you if the Teamsters have a doctor in the house, answer them with a resounding yes.

(Applause)

God bless each and every one of you. Thank you.

(Applause)

SISTER RUBY CROSBY

Local 71

I am Ruby Crosby, I'm from Charlotte, North Carolina. I attend Local 71 out of Charlotte, North Carolina. And it was like Amazing Grace when we did get with the Teamsters. We had an old union, and the reason why we had to come up with some kind of idea is because that union was not putting out the things that it was supposed to as far as giving us what we need and want. So it was just like a husband and wife. You know how you get into a relationship and they get too used to you? So it was time to make a change.

(Laughter)

And then in December, 2003, that's when Teamsters came aboard. And man, it was just like a little girl at Christmastime opening up here Barbie doll. We were just so overwhelmed.

And Joe was talking about his business agent. Man, Terry Russell, our president, and Ernie, they are an awesome team.

I'd like to say one thing to you so you can remember this here. You remember John F. Kennedy when he said, "Ask not what your country can do for you, but what you can do for your country?" I say, "Ask not what your union can do for you, but what you can do for your union." Organize, y'all, organize. Thank you so much.

(Applause)

BROTHER GARY ZUCKERBROD

Local 399

Good morning. I am Gary Zuckerbrod and I am a proud member of Local 399 in Los Angeles.

(Applause)

I'm a casting director and I cast a television series, which means most of you are thinking right now that I've got a very overactive couch. Not true. Not true. Casting directors are hard-working men and women with families, which until January 29th of this year had never had union representation. We work on movies and television series, and almost every other person in the entertainment industry has a union. Not casting directors.

This year that wrong was finally righted. Casting directors have been obligated to working contractually for free. We were hired as employees and expected to pay our staffs. We had members who worked through illnesses, such as cancer, because they were afraid of losing their jobs and their private health benefits.

For over five years the casting directors in New York and Los Angeles have been working with Locals 399 under Leo T. Reed, with the help of Steve Dayan; and in 817 in New York with Tommy O'Donnell, Sr. and Jr. And against all odds, these two locals, with the support of the International and other locals in Southern California and New York, succeeded in doing what everyone in the entertainment business said could never be done.

After a long organizing effort and the threat of a strike, which included most Teamster drivers across the United States and Canada, the studios agreed to a National Relations Labor Board sanctioned vote. 97 percent of us voted in favor of going with the Teamsters.

(Applause)

Casting directors and casting associates are

FIRST DAY—MORNING SESSION

receiving health coverage and pension benefits from our employers. We have grievance and arbitration procedures; and, most important, we have recognition as Teamster members. We have our first ever union contract.

I speak for all the casting directors and casting associates in saying thank you. The Teamsters have secured a future for my profession and assured that from this point on we will be treated with the dignity, equality and respect that a Teamster deserves. Thank you, guys. This is overwhelming for us. Thank you.

(Applause)

BROTHER FREDERICK KATAI **Local 1108**

Good morning, what an honor to be here today to talk to you. My name is Rick Katai, I'm a pilot for Flight Options, a company out of Cleveland; and I've been with them for about seven years, which we at that point in time had a management that was very conducive to recognizing the needs of the pilot group and understanding that we were the frontline representatives of our company.

Over the last three years that has changed. We currently have a CEO that is in a cost-cutting mode, with the pilots as his biggest target. We've had no say in any of our operational changes, even though we try to come up with suggestions to save the company money.

We finally sought the assistance and joined with Local 1108 of the Airline Division, who also represents Net Jets, which is our competition. But as a pilot group, we've all come together.

We've had extreme success with the Net Jets leadership people and they've given us tremendous support. It's only through Teamsters and the Teamsters family that we can get this kind of backing. We're looking forward to negotiating our first contract, which just started this June. We know we're in for a fight but we've got some of

the best people in the business behind us. So, like it says, "Moving Forward Together," we're looking forward to our new contract and setting a standard for the industry. Thank you very much.

(Applause)

SISTER ANNIE CAMPBELL **Local 391**

Hello. I am Annie Campbell. I am a proud member of Local 391, Greensboro, North Carolina. I have been a school bus driver for Winston-Salem Forsyth County School Bus Association for 18 years.

There are right now about 450 school bus drivers. I became a Teamster member about three years ago shortly after our new management, transportation manager took office. She took office, everything changed. We started getting different routes, going different places where we didn't know where we were going. We had a real tough job to do.

She had asked us to get some concerns together to give to her for her to work on to make changes, but nothing changed. We were just a lot of frustrated bus drivers.

We were in a meeting when someone came in with a wonderful man, and he introduced to us, Teamster Local 391 — that's Mr. Steve Jones. And I thank God for him right now.

(Applause)

You see, in North Carolina, we're different. All of us non-teachers in our district can't bargain with the school board. But we have the right to form our union and have brought pressure to get things changed.

It has been different. We've started building our union, especially over the past year as more and more of the drivers joined the union. We are now getting things done. Management look at us different. When I go to work wearing my Teamster shirt and my Teamster necklace, they pick their words to say to me now. I get the respect that I deserve now.

FIRST DAY—MORNING SESSION

(Applause)

We have a grievance committee, and we're working. We are really working to get things done. All of the 450 bus drivers are not Teamsters yet. But I'm doing what I can do to encourage them and to recruit them to become a Teamster.

(Applause)

We have a voice now. We have a voice with the school board. We have the right to go to their meetings. We have the right to stand at their podium to speak. We have the right to do anything in order that we can do.

Mr. Hoffa, thank you so much. Mr. Cipriani, thank you. Jack — I'm sorry, Jack Cipriani.

Mr. Steve Jones, and one of my special friends, Mrs. Rachel Baisden, I thank you. I am looking forward to being a life-long member of Local 391. I'm looking forward to working with the Teamster Union to recruit all of the cafeteria workers, the custodians and the school bus drivers. Thank you so much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you all. And welcome you all to your first Teamster Convention. As you can see, in the last five years we have made great strides in this union in organizing new members. We also reached out to other unions in other industries to join forces and increase our collective power.

Please turn your attention to the video screens as we welcome our new merged unions.

...A video presentation was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: We certainly are stronger together. In 2004, we joined forces and merged with the 36,000 members of the Brotherhood of Locomotive Engineers and the 31,000 members of the Brotherhood of Maintenance of Way, and created the most powerful rail union in the world, the Teamster Rail Conference.

(Applause)

But we didn't stop there. On January 1, 2005, we merged with 60,000 members of the strong and great Graphic Communications International Union and formed the Teamsters Graphic Communications Conference.

(Applause)

Now, all together, please join me in welcoming the delegates and guests and great leaders of these three great unions that have increased Teamster power. Let's welcome them once again.

(Standing ovation)

It's a great honor for me to introduce the president of the Graphic Communications Conference, George Tedeschi.

(Applause)

And let's also give a warm welcome to newly elected President Don Hahs of the Brotherhood of Locomotive Engineers. Stand up, Don.

(Applause)

And it's with great pleasure that I introduce Freddie Simpson, the president of the Brotherhood of Maintenance of Way Employees Division of the Teamster Rail Conference.

(Applause)

Our aggressive strategic organizing campaigns are resulting in chartering of entirely new locals that are responsive to the specific needs of their members and focus on a particular workforce. This allows us to maximize our power for these members at a local level.

It's my pleasure to welcome several of our newest locals to this historic convention.

In Denver, Colorado, Local 2004 was chartered to serve all Denver City workers. It is now the largest Denver City employee labor organization representing hundreds of City employees in Denver.

(Applause)

Teamsters Local 2004 won recognition from the City in 2004 after an intense organizing campaign and is now fighting for collective bargaining rights.

FIRST DAY—MORNING SESSION

Teamsters Local 1108 is a union of professional pilots chartered for the purpose of addressing the needs that are specific to the pilots of what are called Shared Aircraft Ownership Programs. The Columbus, Ohio-based local represents more than 2200 pilots at NetJets and recently won an organizing campaign for 795 pilots at Raytheon-owned Flight Options.

(Applause)

All of these pilots are based across the country and fly some of the world's wealthiest and well-known individuals. Teamsters Local 1108 now represents approximately 75 percent of the entire industry.

(Applause)

Teamsters Local 1979 is located in Scarborough, Ontario, Canada. It was chartered to consolidated Teamster-Canada power in the provinces' strategic chemical industry. Representing 1400 members, Teamster Local 1979 is now a powerhouse and a player in this important industry.

Let's welcome them all as newly chartered unions.

(Applause)

Before moving forward, I would like to recognize a special guest, the Executive Secretary-Treasurer of the California State Fed, Art Pulaski.

(Applause)

Where's Art?

Since his election in 1996, Art has reinvigorated California's unions by focusing on organizing and building political power for working people. He works closely with leaders of the Teamsters Union and is very respected.

Art, welcome to our convention.

(Applause)

One of our key allies in the United States Senate is Delaware Senator Joe Biden. A leading Democrat on the Senate Foreign Relations Committee and the Judiciary Committee, we

count on Senator Biden's strong voice and steady hand in representing the interest of American workers.

Senator Biden firmly believes that unions are the central part of our democratic society. He supports legislation to reform the union election system by strengthening protection for workers' right to freely choose a union.

Requiring employees to recognize a union when a majority of employees have signed union membership cards will correct many of the inequities we now face with current labor laws.

Senator Biden commutes by rail between Wilmington, Delaware, and Washington, D.C. He understands the importance of having a vibrant rail system in this great country.

He voted "no" on CAFTA, the Central American Free Trade Agreement, in 2005 and other so-called free trade agreements.

(Applause)

We know we can count on him to vote against future free trade agreements that do not protect the rights of workers.

Please join me in welcoming Delaware Senator Joe Biden, a good friend of ours.

(Standing ovation)

HONORABLE JOSEPH R. BIDEN, JR.

U.S. Senate

(D) Delaware

Thank you very much. Thank you.

Mr. President — that has a hell of a nice ring to it. "Mr. President," I like that.

Mr. President, I was thinking back there as I listened to you, you know, if only the guy in the White House did his job as good as you're doing yours, we'd be in great shape. We'd be in great shape.

(Standing ovation)

Before we begin, Mr. President, I want you to know, and all your brothers and sisters here, I understand there's an old expression, "You go

home with them that brung you to the dance.” I got brought to the dance in 1972 as a 29-year-old kid from Claymont, Delaware, running against an icon in Delaware because of organized labor and the Teamsters, and a guy named Ciabattoni, who’s son Mike is now making sure I stay there — Mike Ciabattoni, where the hell are you? Stand up. I’m proud of you. I want Delaware to see.

(Applause)

By the way, if you take a look at Mike, Mike only has a 94-inch chest, so don’t screw around with him. You know what I mean?

(Laughter)

Mike, thanks for all your report. I want to thank the Delaware local.

With your permission, Mr. President, I want to know where Don Hahs and Freddie Simpson are. Where are they? Stand up here.

Hey, guys, thanks. These are my guys. These are my guys.

(Applause)

I’m Mr. Amtrak, and you made the right decision. You made the right decision. Congratulations.

I don’t know how this outfit in Washington thinks we can be a great nation without a passenger rail system. But then again, I don’t know how they think much about thinking.

(Laughter)

Ladies and gentlemen, it’s good to be here and everyone saying, “It’s good to be a Teamster.” It’s good to have been supported all these years by the Teamsters, and I’m proud of it.

Folks, I have a pretty sober message for you today but also an optimistic one. As you’ve all figured out, this is not your father’s Republican Party. These guys are different. These guys in the White House — and I mean this sincerely, I’m not kidding — they are fundamentally different than Republicans we’re used to dealing with over the past 30 years.

This administration is on a mission. I’ve been saying this for the last five years. A lot of people in labor and in my own party have been thinking I’ve been exaggerating. But don’t make the mistake of not understanding that these guys are ideologues, and they mean literally what they say, and what they mean is they mean to crush organized labor. That’s what they mean. They mean it and they say it.

I know you think I’m exaggerating but, ladies and gentlemen, these ideologues are guys made up not of a bunch of sort of whacko religious types. These are some of the brightest — some of the brightest scholars in the country. These guys are the so-called neo-cons. These guys are the intellectuals that come out of academic circles. They have convinced themselves that in order for America to be competitive in the 21st century and in an ever-flat world, as they say, that labor is an impediment.

They’ve convinced themselves that labor is a drag on the American economy. They believe — and they mean it — that organized labor is the problem. They convinced themselves of this.

Unless you think I’m exaggerating, those of you local agents, whether you’re newly acquired by the Teamsters having joined them or you’ve been a Teamster for the past 30 years, ask yourself the following question if you think I’m kidding: Twenty years ago as a bargaining agent when you sat across the table from your business counterpart, you knew they were going to fight with you about wages and hours and benefits. But you also knew they respected you. You also knew that you were there as equals at that table.

Any of you had to engage in collective bargaining in the last five or six years, ask yourself the question: Do you think the guy sitting across from you thinks you are his equal? Do you think the guy sitting across from you respects you? Or do you think they drunk the Kool-aid and really convinced themselves that you don’t even know

FIRST DAY—MORNING SESSION

what's in your best interest? They have become so patronizing. They talk about labor as not only being out of step, they talk about labor as not understanding what the needs of average workers are. The worst part about it is, they've convinced themselves that that's true. That's why — that's why this onslaught is so real.

Think about this: Here we have the world going to hell in a hand basket. Here we have an administration that doesn't know how to conduct a war, an administration that's ballooned the deficit, an administration that sees health care costs mounting, education costs mounting; and what are their priorities? From day one they have never taken their eye off the ball. It's three things: Reform the courts, reform labor, and tort reform.

Now why are those small-bore items so important to them? It's because — and listen to me, please — they mean to remake and shift power in this country in a fundamental way. This is no different in degree than the fights my grandfather had and my father and those of you who come from families in places like I grew up, Scranton, Pennsylvania, and Pittsburgh and places where 30, 50, 60, a hundred years ago we fought for rights of working men and women.

You know what? You're being penalized. You're being penalized because you've been successful. How have you been successful? You, organized labor, not business, has built the middle class in this country. You. That's a fact. *

(Standing ovation)

I look at all of you — the one debate I have with my party, even those who strongly support labor, is they look at you and they think of you in terms of 35 years ago. There's not one of you out here who's a member of the Teamsters who happens to be married and has a wife working that isn't making more than 75 grand a year as a family. But you know what? It's hard as hell to raise two kids, send them to school, have health care, on even 75 grand in this country. And guess what? You are the reason why that exists.

On the one hand; one party talks to you about you're the problem, and the other party talks to you about how you're the answer. But we don't focus on your immediate needs.

I want to say something now that's going to get me in trouble. I got involved in politics as a 29-year-old kid, and I got elected to the United States Senate. I ran not because the Dupont company needed me in Delaware. I ran because I came out of the Civil Rights Movement. I ran because of the poor and disadvantaged, and it didn't take me long to figure out something. Everything I care about in terms of providing for the disadvantaged in this country rests upon the consent of the middle class.

The middle class is the reason why there's a Head Start Program. The middle class is the reason why there's health care. The middle class is the reason why there's aid to education. The middle class is those who take care of the poor; the wealthy don't. Our problem is, we have taken our eye off the ball. Guys in my position, we haven't focused — we haven't focused — on how the middle class is shrinking. Ladies and gentlemen, that's why, to continue this story, you are the focus of this administration. You are the only thing that stands between them and shifting power in America from the already powerful to the very powerful. That's not hyperbole.

They have a fancy phrase they use in Washington. They call it "devolution of government." They mean they want decisions to go from the federal level to be made at the local level. It sounds good, but guess what? The bigger your pocketbook, the more influence you have at the local level. But when it's at a national level, it's harder. It's harder for you to have your way.

Case in point: You decide to build a new power plant, and the state comes along and says, "You got to put a scrubber on top of that smokestack for the environment." Or you build a new

chemical plant and what happens? The folks from that chemical plant, they go down and visit the state legislature in Delaware or Nevada or Oregon or California. The guys and women working there are just as honest and decent as the people working in Washington. But they have more influence. You know what they say? They say, "You know, Senator, if you don't vote to rescind our requirement to clean the air, we're going to move from Nevada to California, or to Arizona or to Montana." Their power is significant. You're going to lose 500 jobs in your district. So what do they do? They say, "God, I don't want to lose those jobs. I better — I better vote to reduce the requirements."

But if it's nationally, I say, I don't give a damn whether you're in Arizona or Colorado. Clean the air. They don't want it that way.

(Applause)

So folks, this administration and the neo-cons in charge of it, they want it all. They have screwed things up so badly on the war, the budget, crime, education, that in spite of it, they still stay focused. They're focused on one thing, President Hoffa, one thing. I mean this sincerely. If you gave the administration a choice, they get one wish from Genie in the bottle, "What would you want?" Would you want to get a balanced budget? Would you want to increase health care availability, or would you want to change the rules so that it's harder for unions to organize? I promise you — I promise you — they would say change the rules so it's harder to organize.

Folks, this is a war; this is not a joke. These guys are for real. Don't think it's like it's been for the last 40 years. They're about to see to it, if they succeed, that you cannot organize. If you do not organize, their power increases exponentially.

So, folks, it's a war that we better figure out how to win. You know, we — they have this relentless campaign to convince the middle

class, of which you made and are, that you're the burden.

They talk about how American business can't compete with the health care obligations that are — that you insist be made available to your workers. Yet, they're the same outfit that for the last 40 years has argued against universal health care. The nations they compete with, the nations, the businesses you work for compete with, every one of them have a national health care system. So guess what? The companies don't have to pay their workers' health care. So guess what? Even in companies where good wages are paid in Japan and Germany and Canada, they can sell their product for less because they don't have to pay for health care.

But they lay on you that you're demanding too much in health care. It must be cut in order for them to compete. At the same time, they kill efforts for national health insurance.

Ladies and gentlemen, they've got it down. They know what they're doing.

(Applause)

I want to read you one thing about pensions. "Wall Street Journal," not the bastion of liberal policies or supporters of the Teamsters — you know how they're telling you all — and you're the only union I know of that's a major union that hasn't had a single cut in your pensions, anybody, the best of my knowledge. Look at what happened to my auto workers in Delaware.

(Applause)

Look what's happened to the airlines. Look what's happened to other major, proud unions. What are they saying? They're saying our legacy pension costs are too high.

Let me read something to you, folks. Bear with me a moment. "Wall Street Journal." As workers' pensions withers, those of executives flourish. There's a twist to the auto makers' — I'm quoting — "auto makers' pension situation. The pension plans for its rank-and-file workers are overstuffed with cash, containing about nine

billions dollars more than needed to meet the obligations in coming years. Yet, there's another GM pension program no one knows about. And that saddles the company with a liability of \$1.4 billion. These are pensions for the executives."

So, folks, the dirty little secret here is — and even some of our unions have bought into it because they didn't know. The dirty little secret is the major companies in America have, in fact, funded their pensions. It is not the reason why they're going under. Let me read the last paragraph.

"Perhaps, the most significant effect of the limited disclosure of executive pensions is to make it difficult or impossible to evaluate a company's statement about their requirement of their retirement burden and the need to cut benefits for their workers.

"To see this, it's necessary to understand how these pensions are accounted for."

Translated, folks, they have convinced the American people that you got greedy. They convinced the American people that those of us of organized labor are the reason why we can't compete, when the truth of the matter is the vast majority of these pensions are fully funded and have significant surpluses. But it doesn't go on the books, the pensions of the executives, which are killing — killing the competitiveness. But they use their outrageous pensions to justify cutting yours. I am sick of it, absolutely sick of it.

(Standing ovation)

So, okay, Joe, you showed us how angry you are at these guys. Great, wonderful. What the hell are you going to do about it, Biden? What are you going to do about it? Let me tell you what I'm going to do about it. Let me tell you what we can do about it.

The first thing we have to do about it is we have to have a political party that, in fact, actually does, top to bottom, represent organized labor and is able to regain the trust of the

American people. But, folks, the American people aren't going to listen to my party unless we can do two things that have nothing to do with pensions and unions. Unless we are able to ante up credibility on national security and on faith, we don't get to get in the game. We don't get to run the show. The American people aren't about to listen.

The fact of the matter is that in order to do that, we have to trust the American people a whole hell of a lot more than we had. The single biggest mistake we're making as a nation is we're underestimating the grit and the courage of the American people. We're faced with all these giant problems, but we're so damn timid, we're afraid to stand before the American people and tell them straightforwardly, "Folks, these are our priorities. This is what we stand for. If you don't like it, I get it. Vote for the other guy. But this is where I stand."

And, folks, if we challenge the American people, if we challenge them, they'll step up to the ball. They're not afraid of addressing the energy crisis. They're not afraid of taking on the health care crisis. They're not afraid of dealing with the education crisis in America.

What they lack in this generation that existed in every other time when we've had these kind of crises, is they lack leadership; someone just to stand up and tell them the truth. Folks, folks, let me give you a couple examples and then I'll get out of your hair.

We talk about domestic terror. Yesterday, the FBI director talked about how there's all these terror cells that have nothing to do with al Qaeda. Well, my expertise is supposedly national security, terror, foreign policy. He's right. But look what they've done. In order to deal with this terror threat they say is emerging, they've cut the Biden Crime Bill to put 110,000 cops on the street, they've eliminated any funding for local cops. They haven't increased the number of FBI agents. They have cut for local law

enforcement, some of whom you're organizing — they have cut two billion bucks a year in local help. And they say, "The reason we have is we can't afford it."

Now, obviously we're more exposed to terror than we were before. If there's going to be anybody catching a local terrorist putting sarin gas into the air conditioning system of this hotel, it sure in hell is not going to be some brave special forces soldier wearing night vision goggles last night. It's going to be a local cop. It's going to be the local security guy. And we're cutting it. So they say, "We can't afford it," and the American people go, "Maybe they're right."

Let me give you one example. The six largest oil companies testified before my committee under oath, the Judiciary Committee, on price gouging. I asked them a simple question, the chairman of the board of Exxon/Mobil made \$35 billion in profit this year. I said, "The Republicans in this Congress just gave you a \$6 billion tax cut in the Energy Bill to induce you to invest in energy. Do you need it?" And, as you know, oil executives aren't used to being asked questions. And he got almost red in the face, the chairman of the board of Exxon. I said, "Remember, sir, you're under oath." He said, "No, we don't need it."

I went down the line. Then I asked a second question. I said, "I'm going to go introduce a bill to take away those tax cuts, will you support it?" I said, "You're under oath." He said, "Yeah, yeah."

Now, let me give you one example. If we just took the money we gave the oil companies in a tax break and gave two-and-a-half billion of that to local law enforcement, we could, in fact, hire 13,000 new cops, put a hundred thousand — a thousand new FBI agents on the road. We could hire a thousand rail marshals where — that's where the next attack is going to come. We could, in fact, get 10 million doses of advanced radiation sickness vaccine. We could, in fact,

inspect the 6 million cargo containers that go on the back of the trucks you drive, only 2 percent of which are inspected for a dirty bomb or a nuclear bomb. We could do that just by taking away the tax breaks for the oil companies. Folks, this is not rocket science.

One last example. The tax cut for people — the new tax cut for people making over a million dollars a year will amount this year to \$53 billion. Hear me? One year, just for people making over a million — not cut — all their tax cuts, just the most recent one — \$53 billion. For \$53 billion, I can guarantee that every single, solitary person in America under the age of 18 has full health insurance.

(Applause)

For \$53 billion, I can guarantee that every child eligible to go to college living in a family under \$46,000 a year could go to college.

(Applause)

For \$53 billion we can do a lot.

My point is — I'm going on too long. My point here is simple, folks. There are answers. My dad before he died used to say, "Hey, Champ, if everything is equally important to you, nothing is important to you. You've got to have priorities." And we've been too timid in laying forward with the American people what our priorities are.

I was on Meet the Press not long ago, Mr. President, and I made this comment and Russert said, "Well, aren't you afraid of being accused of raising taxes if you raise taxes on people making over a million dollars?" I raised my hand, I said, "Count me in. That's exactly what the hell I want to do. Exactly what I want to do."

(Applause)

So, folks, my parting comment to you is you have a chance, and you're already doing it, for the first time in the labor movement's history, to attract not only the membership but the moral support of white-collar workers in America, because they're getting screwed and they fig-

ured it out. They're figuring out that the only reason they have any benefits is because of organized labor even when they're not part of organized labor.

(Applause)

So we've got a chance here. We've got a chance here to change things.

(Applause).

But it's only going to come if two things happen: One, the aggressive leadership of international union presidents like President Hoffa going out and taking it right to these guys; and two, if we trust the instincts of the American people more.

People ask me, "Why do you trust the people so much?" I've been there 33 years, folks, seven presidents. There's only four people who have served in the United States Senate longer than me. It's important for you to know there are 44 still older than me, but there's only four that have served longer than me.

(Laughter)

And let me tell you something, I'm not naive. But you know why I trust the American people? Because of the neighborhood I grew up in, because of the faith I practice, because of the people I know, because of 9/11.

Think for a second, guys and ladies. What's your image of 9/11 that's seared into your mind? For a lot of people it's those planes knifing through the towers. For some it's the Pentagon in flames. For others it's that plane going down — those heroes brought down in Western Pennsylvania. I remember all those things.

(Applause)

But let me tell you what my most vivid memory of 9/11 is. The towers had come down and CNN went on the streets of New York. They showed a group of relatively young people, I looked like they were relatively young — they looked like they were in their thirties and forties — lined up single file block after block after

block after block after block in New York City for as far as the eye could see. And they were standing there to give blood. They stood there after they were told no more blood was needed. They did not move.

That was a silent scream of an entire generation saying, "Please, let me help mend this nation's broken heart. Please do something."

And what did this president do? He said, "Fly and go to the mall," literally. Then he said, "We have a generational fight against terror. And on the way I'm going to do two things. I'm going to divide the country based on faith and I'm going to give you the biggest tax cut in the history of America."

Imagine — imagine if on September the 15th Franklin Roosevelt had been president. Imagine if John Kennedy had been president. I suspect you would have heard, "My fellow Americans, we've been dealt a tragic blow. Our economy is temporarily damaged and 3,000 Americans have been murdered. But like every generation before us, we shall overcome this. And I am making two announcements today: One, I've called for a meeting of the world's major powers to meet in Europe on October the 1st for us to begin to jointly plan the demise of the rise of fundamentalism.

"And I'm making a second announcement. In two weeks I'm going to the United States Congress and I'm going to introduce a bill, an energy bill to free us from the iron grip of the oil oligarchs."

Who would have said no? Who would have said no? Nobody.

(Standing ovation)

So, folks, trust, trust the American people. Trust the people you represent. Understand they're tougher, they're smarter, and they've got more grit than their government.

Folks, I'll leave you with a quote. I'm always quoting Irish poets and my colleagues kid me because I'm Irish. They think that's why I quote

FIRST DAY—MORNING SESSION

them. Mr. President, that's not the reason. I quote Irish poets because they're simply the best poets in the world.

(Laughter and applause)

But, folks, I'll leave you with a stanza of a poem that I think should become our anthem, because I think the sentiment lives in the heart of the vast majority of Americans. And I'm not joking with you; I believe it with every fiber in my being. There's a poet named Shamus Haney. He wrote a poem called "The Cure at Troy."

People are saying, "Biden, what the hell are you quoting a poet for? They're a bunch of Teamsters." First of all, you're a hell of a lot smarter than they are; and secondly, you'll understand it.

(Laughter)

There's a paragraph in that poem and it goes like this: And I think this is what lives in the hearts of the vast majority of Americans. He said: "History teaches us not to hope on this side of the grave. But then once in a lifetime that long forward tidal wave of justice rises up and hope and history rhyme."

Please join me in making hope and history rhyme for this great country. We can do this.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Let's hear it for Senator Joe Biden.

(Applause)

That's a true friend of the Teamsters. We need more people like him.

I call now upon the co-chairmen of the Credentials Committee, Tom Ratliff and Rocco Calo, to give their report.

PARTIAL REPORT OF THE CREDENTIALS COMMITTEE

COMMITTEE CHAIRPERSON RATLIFF:
Good morning. General President Hoffa,

Secretary-Treasurer Keegel, members of the Executive Board, brothers and sisters of the fastest-growing labor International Union in the country, welcome.

(Applause)

On behalf of co-member Rocco Calo, members of the committee, I am privileged and honored to present to you today the initial report from the Credentials Committee.

The huge task of this committee could not have been accomplished if it was not for the hard work of each and every committee member.

As of 8:00 p.m., Sunday, June 25th, 2006, there was 1,608 delegates had registered; 715 alternates had registered; 2,461 guests had registered, making a grand total of 4,784 members and guests in attendance.

The registration process went smooth and without incident and could not have been accomplished without the task and staff of the International Union. However, most importantly, we want to thank you, our brothers and sisters, for your cooperation in the process of this registration.

Thank you.

(Applause)

A motion is in order for a vote.

...The motion was made by several unidentified delegates.

GENERAL PRESIDENT HOFFA: Is there a second?

...The motion was seconded by several unidentified delegates.

GENERAL PRESIDENT HOFFA: Second being heard. Discussion?

All those in favor of accepting the Credentials Committee report, indicate by saying aye.

Anybody opposed?

It is adopted.

...The following is a list of the official delegates seated by the Credentials Committee as of Monday, June 26, 2006:

FIRST DAY—MORNING SESSION

BLET

Affiliate	LU #	Local City, State	Rank	Name
BLET	30	Cherry Hill, NJ	1	Mark B. Kenny
			2	Craig A. McDowell
BLET	40	Burleson, TX	1	Pat Williams
			2	Garry Harper
			3	Michael T. Lee
BLET	70	Ponte Vedra Beach, FL	1	Bill Lufas
			2	Rick Finamore
BLET	120	Andover, MA	1	Michael D. Twombly
BLET	150	Forth Worth, TX	1	Donald W. May
			2	Matt O. Wilson
			3	Dennis R. Pierce
			4	Steven J. Bratka
BLET	160	Amarillo, TX	1	Bobby Brown
BLET	180	Kansas City, MO	1	R.C. Gibbons
BLET	280	Clinton, IA	1	Douglas W. Davidson
BLET	290	Terre Haute, IN	1	Dewey Shelton
BLET	300	Buffalo, NY	1	Tom E. Roberts
BLET	360	Novi, MI	1	John Karakian
BLET	390	Memphis, TN	1	Mark D. Whitchurch
BLET	410	Vivian, LA	1	Samuel W. Parker
BLET	420	Hicksville, NY	1	James A. Daddino
BLET	444	Austin, MN	1	
BLET	480	Harvey, LA	1	Don Hahs
			2	Dave Phillips
BLET	490	Hazelwood, MO	1	Dale E. "Ed" Michael
			2	Brad C. Thompson
BLET	555	Barnegat, NJ	1	Richard J. Darcy
BLET	580	Wheelerburg, OH	1	John Nutter
BLET	590	Moberly, MO	1	Carlos A. Lizarraga, III
			2	John R. Hill

BLET	715	Cheltenham, PA	1	Stephen J. Bruno
BLET	720	Troy, AL	1	Warren Hinely
			2	
BLET	740	Etowah, TN	1	Don Moates
			2	
BLET	780	Yucaipa, CA	1	E.L. Pruitt
			2	D.W. Hannah
			3	K.A. Richards
BLET	810	Asheville, NC	1	William A. Thompson
			2	Kent Kline
			3	W. E. "Gene" Myhan
BLET	845	Houston, TX	1	
BLET	860	Cheyenne, WY	1	Jim Thompson
BLET	900	Pocatello, ID	1	Steve P. Wells
BLET	910	Green Bay, WI	1	John W. Reynolds
BLET	Central	Cleveland, OH	1	Donald Byrom
BLET	TCRC	Ottawa, ON	1	Dave Able
			2	Daniel J. Shewchuk
			3	Jim Ruddick
			4	Douglas Finson
			5	Gerry Ranson
			6	Paul Vickers
			7	Dennis Curtis
			8	Jim Fiegel
			9	H.R. Gallaher
			10	Benoit Brunet
BLET	West	Cleveland, OH	1	K.S. Draper

BMWED

BMWED	AEF	Hendersonville, TN	1	Dennis R. Albers
			2	J.R. Cook
			3	Horace Ezzell
			4	Nathaniel Trawick
BMWED	ASF	Catlettsburg, KY	1	Jack David
			2	Rick Prorise
BMWED	AT&SF	Newton, KS	1	Mark E. Hemphill
			2	Gary W. Marquart
			3	R. Gene Davis

FIRST DAY—MORNING SESSION

BMWED	BURL	Hastings, NE	1	David D. Joynt
			2	Tony H. Archibald
BMWED	BURNOR	Minneapolis, MN	1	Allen R. Hohbein
			2	Roger L. Bobby
BMWED	C&EI	Salem, IL	1	Lloyd D. Riley
BMWED	C&NW	Rock Falls, IL	1	Kent L. Bushman
BMWED	CMSTPP	Elk River, MN	1	Mark S. Wimmer
BMWED	CRSD	South Amboy, NJ	1	William L. Capik
BMWED	CRSF	Port Clinton, OH	1	Bradley Winter
			2	Perry K. Gelter, Sr.
BMWED	DM & IR	Duluth, MN	1	Michael Nagle
BMWED	EJ&E	Tinley Park, IL	1	Daniel O'Meara
BMWED	FRISCO	Tulsa, OK	1	Dana Sconyers
BMWED	ICGF	Mayfield, KY	1	Hayward Jude Granier
BMWED	MO PAC	Longview, TX	1	Bill Palmer
			2	Malcolm Davison
			3	Guy Sackett
BMWED	MT&PLS	Colorado Springs, CO	1	C.M. "Charlie" Morgan
BMWED	NE	Oneonta, NY	1	Stuart A. Hurlburt, Jr.
BMWED	NPW&LE	Oregon, OH	1	Jeffery J. Bainter
BMWED	PACFED	Sacramento, CA	1	Louis Below
			2	Ricardo Canchola
BMWED	PENN	Philadelphia, PA	1	Jed Dodd
			2	George Davidson
			3	Bill Manning
BMWED	SEAB	Jacksonville, FL	1	James D. Knight
BMWED	SOO	Richfield, MN	1	Gene A. Bell
BMWED	SOU	Knoxville, TN	1	Gary L. Cox
BMWED	SP ATL	Houston, TX	1	R.D. Sanchez
BMWED	SW FED	Coffeyville, KS	1	Larry L. Foster
BMWED	TCRC-MWED	Ottawa, ON	1	Bill Brehl
			2	Gary Doherty

			3	John Kruk
			4	Bill Brake
BMWED	UN PAC	Lyman, WY	1	Wayne E. Morrow
			2	David D. Tanner
			3	Charles R. Hogue
BMWED	WCSD	Oshkosh, WI	1	Christopher F. Peters

GCC

GCC	100M	Richmond Hill, ON	1	Tom Donnelly
			2	Kevin Logan
			3	Greg Morley
GCC	116C	Eugene, OR	1	Joseph A. Strub
GCC	119B-43B	New York, NY	1	Mary Degratto
GCC	121C	Fultondale, AL	1	Charles L. Watt
GCC	124C	Mount Morris, IL	1	John Ross
GCC	128N	Columbus, OH	1	William Miller
GCC	12N	Providence, RI	1	Thomas Martin
GCC	135C	Battle Creek, MI	1	Jason Miller
GCC	137C	Shavertown, PA	1	Robert M. Chaney
GCC	13N	Detroit, MI	1	Sam Maci
GCC	144B	Greenbelt, MD	1	Richard A. Young
GCC	14M	Philadelphia, PA	1	Kurt Freeman
GCC	16C	Kansas City, MO	1	David S. Phillips
GCC	16N	Philadelphia, PA	1	Joseph L. Inemer, Jr.
GCC	17B	Buffalo, NY	1	Liz Snyder
GCC	17M	Indianapolis, IN	1	Garry D. Foreman
GCC	197M	Chattanooga, TN	1	Roger Crosswhite
GCC	19M	Fort Wayne, IN	1	Michael Deck
GCC	1B	Minneapolis, MN	1	Allen Olsen
GCC	1C	Sykesville, MD	1	Jerry Hanks
GCC	1L	New York, NY	1	Gene Kreis

FIRST DAY—MORNING SESSION

GCC	1M	Saint Paul, MN	1	George Osgood	GCC	449S	Washington, DC	1	
GCC	2/289M	Warren, MI	1	Steven W. Nobles	GCC	458M	Crystal Lake, IL	1	Robert Miller
GCC	22N	Denver, CO	1	Michael Porreco				2	Paul Mancillas, Jr.
GCC	235M	Independence, MO	1	Byron (Barney) Austin	GCC	49C	Topeka, KS	1	Mike Vannordstrand
GCC	24M	Pittsburgh, PA	1	Christopher V. Lang, III	GCC	4C	Clifton Hts, PA	1	John Foster
GCC	259M	Clifton Park, NY	1	James F. Quick	GCC	4N	San Francisco, CA	1	Anthony Price
GCC	261M	Buffalo, NY	1		GCC	503M	Rochester, NY	1	Michael Stafford
GCC	27C	Buffalo, NY	1	Eugene Opatkiewicz	GCC	507S	Kalamazoo, MI	1	David Casarez
GCC	285M	Washington, DC	1	Edward E. Williams	GCC	508M	Cincinnati, OH	1	James L. Elkins
GCC	29C	Saint Paul, MN	1	Joe Crotty	GCC	51-23M	New York, NY	1	Joseph Gurrieri
GCC	2N	New York, NY	1	John M. Heffernan	GCC	518M	Davenport, IA	1	John C. Higgins
GCC	303M	Speedway, IN	1	Nick O. Hicks	GCC	524M	Drummondville, QC	1	Gerald Picotin
GCC	31N	Baltimore, MD	1	Brian A. Heiland	GCC	527M	Jonesboro, AR	1	Barry Bryant
GCC	32M	Springfield, IL	1	Laura Wanless	GCC	527S	Mableton, GA	1	Ralph M. Meers
GCC	388M	Fullerton, CA	1	Ryan Sherard	GCC	543M	Fullerton, CA	1	Lester Harding
			2	John Gomez	GCC	546M	Cleveland, OH	1	Christopher Farrand
			3		GCC	555M	Montreal, QC	1	Larry Myles
			4	Fred Correll				2	Pierre Gauthier
			5	Daniel Cabada				3	Gaetan Cajolais
			6	Tony Correll	GCC	555S	Grand Rapids, MI	1	Gary Post
			7	Mike Maddock	GCC	568M	Peoria, IL	1	Wayne Altpeter
GCC	3N	Quincy, MA	1	Martin A. Callaghan	GCC	571M	Evansville, IN	1	Don Nichols
GCC	400C	Rogersville, TN	1	Chris Jones	GCC	577M	Milwaukee, WI	1	Michael J. Sippy
GCC	404M	Monrovia, CA	1	Douglas Brown	GCC	583M	San Francisco, CA	1	Lee E. Lahtinen
GCC	406C	Melville, NY	1	John LaSpina	GCC	58M	Phoenix, AZ	1	Daniel Pierce
GCC	411M	Huntington, IN	1	Jeremy Mygrant	GCC	594S	York, PA	1	Darrell L. Lewis
GCC	415S	Chicago, IL	1	Samuel Ramirez	GCC	600M	Revere, MA	1	George J. Carlson
			2	Eliseo Mesarina	GCC	612M	West Caldwell, NJ	1	Ed Treacy
f									
GCC	41M	Montreal, QC	1	Michel Cote					
GCC	447S	Jersey City, NJ	1	John Hall					

FIRST DAY—MORNING SESSION

GCC	619M	Louisville, KY	1	Dennis Greenwell
GCC	625S	Fullerton, CA	1	James Zalanka
GCC	630M	North Little Rock, AR	1	Corbett Smart
GCC	642S	Grottoes, VA	1	Robert Carter
GCC	6-505M	Maryland Heights, MO	1 2	Chico Humes Michael A. Congemi
GCC	65B	Oregon, IL	1	Dan Strohecker
GCC	670C	Richmond, VA	1	
GCC	694M	Dickson, TN	1	David Cook
GCC	705S	Battle Creek, MI	1	Stan Maurer
GCC	713S	Washington, DC	1	Arthur Anderson
GCC	727S	Cambridge, IA	1	Mark Cooper
GCC	72C	Riverdale, MD	1	Paul Atwill
GCC	735S	Hazleton, PA	1	Joe Ganly
GCC	747M	Portland, OR	1 2	Steve Northup Clark Ritchey
GCC	761S	Greensburg, IN	1	Ron Trepanier
GCC	767M	Kent, WA	1	Brian E. Earl
GCC	774S	Wash. Court House, OH	1	Brenda Eggleton
GCC	77P	Neenah, WI	1	Richard Grissom
GCC	7C	Milwaukee, WI	1	Randall Herbst
GCC	7N	Carol Stream, IL	1	John A. Giannone
GCC	898M	Binghamton, NY	1	Richard Bullock, Jr.
GCC	8M	Atlanta, GA	1	Dale W. Harrell
GCC	8N	Morganville, NJ	1	James Sherlock
GCC	9N	Pittsburgh, PA	1	Richard J. Bogaski
GCC	Central	Washington, DC	1	Rick Brotherton
GCC	East	Washington, DC	1	Ronald Johnson

GCC	West	Washington, DC	1	John Arnolfo
IBT				
IBT	1	Quincy, MA	1	Daniel R. Caplette
IBT	2	Butte, MT	1 2 3 4	Greg Supemeau Mark Brandt Max Hallfrisch Debbie Thomas
IBT	4	Minneapolis, MN	1	Douglas J. Rubbelke
IBT	5	Baton Rouge, LA	1	Keith Partin
IBT	6	St. Louis, MO	1	Kenneth Lange
IBT	7	Kalamazoo, MI	1 2 3	David Green William Trehwella Tom Hart
IBT	8	State College, PA	1 2 3	Jon Light Chuck Addleman Leisa Hall
IBT	11	North Haledon, NJ	1 2 3 4 5 6	Maryann Tittle Peter McGourty Rey Lopez Ray Milligan David LeBoss James Lawson
IBT	14	Las Vegas, NV	1 2 3	Gary D. Mauger Larry R. Griffith Lynn M. Griffith
IBT	15	Union City, CA	1	Chuck Davis
IBT	17	Denver, CO	1 2	Michael Simeone Duane Grove
IBT	19	Houston, TX	1 2 3	Rodney Rhoades AJ Schomber Robert Rasch
IBT	20	Toledo, OH	1 2 3 4 5 6	William Lichtenwald Paul Matijega Ron Weckerlin Daniel G. Farbrother Roy Weldon Terry Barror

FIRST DAY—MORNING SESSION

			7	Ray Garcia	IBT	40	Mansfield, OH	1	Larry Shaw
			8	Nancy Norman					
			9	Cheryl Johnson	IBT	41	Kansas City, MO	1	Harold McLaughlin
								2	J. D. Graham
IBT	22	Collinsville, VA	1					3	Teresa Smith
								4	Mario Rojas
IBT	23	Milwaukee, WI	1	Michael J. Maramonte				5	Donnie Martin
								6	Leland Cox
IBT	24	Akron, OH	1	Travis Bornstein				7	Roy Corbett
			2	Ken Ramser				8	Duane Adams
IBT	25	Boston, MA	1	Sean M. O'Brien	IBT	42	Lynn, MA	1	Alice T. Riley-King
			2	Mark Harrington					
			3	John A. Murphy	IBT	43	Racine, WI	1	Gerold W. Jacobs
			4	Robert B. McAllister					
			5	Jaqueline "Jackie" Addison	IBT	49	Dracut, MA	1	Bernard L. Tyler, Jr.
			6	Tom Mari					
			7	John "Jay" Manley	IBT	50	Belleville, IL	1	Robert Triplett
			8	Tim Madden				2	William Bradley
			9	Phil Mallett				3	Scott Alexander
			10	David Pietroforte					
			11	George Slicis	IBT	51	Detroit, MI	1	Robert F. Rayes
IBT	26	Danville, IL	1	Garry J. Collett	IBT	52	Brooke Park, OH	1	David D. Dudas
			2	Pat Gleason					
			3	James L. Cross	IBT	58	Vancouver, WA	1	John Silva
								2	Leonard Howe
IBT	28	Taylors, SC	1	Richard Maxwell					
IBT	29	Waynesboro, VA	1	John D. Farrish	IBT	59	New Bedford, MA	1	David Cabral
								2	George F. Belanger
IBT	30	Jeanette, PA	1	Gino Bosetti	IBT	61	Asheville, NC	1	Michael Waldrop
			2	Diane Kuhns					
			3	John Veto	IBT	63	Covina, CA	1	Randy Cammack
								2	Ken Haarala
IBT	31	Delta, BC	1	Cheryl Popeniuk				3	Silver Aguilar
			2	Stan Hennessy				4	Richard Marquez
			3	Ross Peterson				5	George Garcia
			4	Rod Blackburn				6	Richard Castro
			5	Dave Cooper				7	Tom Sierra
			6	Grant Coleman				8	Arthur Murillo
			7	Richard Van Grol				9	Mike Washington
			8	John Ellis				10	Ken Rodriguez
								11	Chris Muller
IBT	35	Trenton, NJ	1	Daniel A. Kreiser				12	Robert Terrell
								13	Ron Almarez
IBT	36	San Diego, CA	1	Arthur A. Cantu				14	Brian Moffitt
								15	Del Walters
								16	Greg Durst
IBT	38	Everett, WA	1	Janine Dibble				17	Bill Freitag
			2	Rick Olson				18	Carlos Barnett
			3	Leonard Kelley					
			4	Barry Lund					
			5	Mike Campbell	IBT	67	Washington, DC	1	Franklin B. Myers

FIRST DAY—MORNING SESSION

IBT	69	Quebec City, QC	1	Louis Guay
			2	Denis Valiquette
			3	Jean-Denis Bonneau
IBT	70	Oakland, CA	1	Joseph L. Silva
			2	Dominic Chiovare
			3	Larry Dias
			4	Marty Frates
			5	Chuck Mack
IBT	71	Charlotte, NC	1	Joel J. Kendrick
			2	Ricky W. Danner
			3	J. Wade Meeks
IBT	72	New York, NY	1	Martin A. Latko
			2	Frank Tracey
			3	Terrance Eldridge
IBT	75	Green Bay, WI	1	Fred Gegare
			2	Tony Cornelius
			3	Danny L. McGowan
			4	Mike Williquette
IBT	77	Fort Washington, PA	1	Jock P. Rowe
			2	Kenneth L. Zawacki
IBT	78	Hayward, CA	1	Steve Mack
			2	Kenn Hill
			3	Ron Paredes
			4	Dennis Hart
			5	Dan Varela
			6	Michael Amaral
			7	Lou Valletta
IBT	79	Tampa, FL	1	Kenneth W. Wood
			2	Leo G. Krug
			3	Brian A. Rothman
			4	Thor T. Johnson
IBT	81	Portland, OR	1	Thomas G. Strickland
IBT	82	South Boston, MA	1	John J. Perry
IBT	85	San Francisco, CA	1	Van Beane
IBT	87	Bakersfield, CA	1	Dudley Stewart
IBT	89	Louisville, KY	1	David Thomsberry
			2	Darrell Hall
			3	Mark Horsley
			4	Mark Huckleberry
			5	Scott Flood

			6	Phil Pennington
			7	Jim Laslie, II
			8	Christopher Koerner
			9	Allen Hall
			10	Jerry McGovern
			11	Kelly Eggleton
			12	Tony Lee
			13	Jay Dennis
			14	Pamela Burgan
			15	Rick Hildenbrand
			16	Tony Blair
			17	James Daily
IBT	90	Des Moines, IA	1	Claudia C. Pettit
IBT	91	Ottawa, ON	1	Brian MacDonald
			2	Roy Graham
			3	Mike Lalonde
IBT	92	Canton, OH	1	Jonathan R. Bowman
			2	Bruno J. Millin
			3	Robert D. Jackson
IBT	95	Williamsburg, VA	1	Kevin Sullivan
IBT	96	Washington, DC	1	Philip Glen Alter, Jr.
IBT	97	Union City, NJ	1	Maria Perez
			2	Tony Silva
			3	John J. Gerow
			4	Thomas Coleman
			5	Amy Lewis
			6	Glenda Reyes
			7	Gloria "Minnie" Morales
			8	Patrick Guaschino
			9	Kevin S. Therien
			10	Lloyd Benthall
			11	Rita Washington
IBT	100	Cincinnati, OH	1	Troy H. Stapleton
			2	Ron Butts
			3	David L. Webster, Jr.
			4	Cliff Patterson
			5	Mark A. Overberg
IBT	101	Hopewell, VA	1	Brian Hairfield
IBT	102	Fair Lawn, NJ	1	Kevin O'Connor
IBT	104	Phoenix, AZ	1	Dan Johnson
			2	Joe Hernandez
			3	Amy Friauf
			4	Maurice F. Nelson

[illegible]

FIRST DAY—MORNING SESSION

			3	Larry Regan				3	Jim Connaughton
			4	James Skinner				4	Jeff Anderson
			5	Harvey Jackson				5	Dave Jacobsen
			6	Matt Tchoukaleff				6	Brian Davis
IBT	145	Stratford, CT	1	Kevin O'Toole				7	Gary Bolen
IBT	150	Sacramento, CA	1	Marty Grandall	IBT	175	South Charleston, WV	1	Richard K. Hall
			2	Alan Daurie				2	Ralph Winter
			3	Chris Folkman				3	Kellie Shamblin
			4	Beltray Hempstead				4	Gary A. Legg
			5	Perry Hogan	IBT	177	Hillside, NJ	1	Mike Purdue
			6	Kim Holdredge				2	Victor Palumbo
			7	Doug Secord				3	Al Salvatore
			8	Jim Tobin				4	John Pirnat
IBT	155	Vancouver, BC	1	Chuck Scorgie				5	Bill Gibbs
IBT	160	Rochester, MN	1	Wayne Perleberg				6	Jim DeMartino
IBT	162	Portland, OR	1	Rob Burke				7	Bob Bowden
			2	Pat McKay				8	Chris Elzholtz
			3	Dan Wincewski				9	Brent T. Mucio
			4	Tony Poublon				10	Jeff Montanaro
			5	Roger Niedermeyer	IBT	179	Joliet, IL	1	Jim Kenney
			6	Bill Elzie				2	John McFadden
								3	John Fink
IBT	164	Jackson, MI	1	William A. Bernard	IBT	182	Utica, NY	1	Timothy J. Hogan
			2	Alan D. Sprague				2	Jim La Grange
IBT	166	Bloomington, CA	1	Mike Bergen	IBT	186	Ventura, CA	1	Bill Elder
			2	David Brown				2	Doug Saint
			3	Manuel Alanis	IBT	190	Billings, MT	1	Rocky Kramlich
			4	Ralph Ferri				2	Joe Dwyer
			5	Mike Kling	IBT	191	Bridgeport, CT	1	Joseph F. Bennetta
			6	John Leland				2	Joseph A. Esposito
			7	Jason Hodge	IBT	200	Milwaukee, WI	1	Tim Buban
IBT	169	Elkins Park, PA	1	Brian Reice				2	Darryl Connell
IBT	170	Worcester, MA	1	Jim Fiori				3	Carol Simon
			2	John V. Comeau, III				4	Bobby Williams
			3	Kathy Valeri				5	Dave Kumm
			4	Vanessa M. Williamson				6	Mike Heinen
			5	Jack Reardon	IBT	202	Bronx, NY	1	Daniel J. Kane, Jr.
IBT	171	Salem, VA	1	Roosevelt Via				2	Oscar A. Gonzalez
IBT	173	Bradenton, FL	1	Wendell Butler				3	Charles Machadio
IBT	174	Tukwila, WA	1	Rick Hicks				4	Luis Gonzalez
			2	David Fasano	IBT	205	White Oak, PA	1	William E. Lickert, Jr.

FIRST DAY—MORNING SESSION

			2	Robert Terry Mason	IBT	217	Jackson, TN	1	David Climer
			3	Susan Dolinar					
IBT	206	Portland, OR	1	Tom Leedham	IBT	222	Salt Lake City, UT	1	Jeff Anderson
			2	Stefan Ostrach				2	C. Rusty Hart
			3	Bill Zimmerman				3	Tom Monthey
								4	Brent Gamangasso
IBT	210	New York, NY	1	Pedro Cabezas	IBT	223	Portland, OR	1	Greg Baxter
			2	George Miranda				2	Wayne Botta
			3	Robert Luciano					
			4	Bernadette McCulloch	IBT	228	Sacramento, CA	1	Michael G. Andrade
			5	Robert Bellach					
			6	Kevin Matejka				2	Mario Contreras
			7	Randall Beaton				3	Anthony Abeyta
			8	Russell Reed					
			9	Ehab Gad	IBT	229	Scranton, PA	1	Robert D. Oakes
			10	Pedro Cardi, Jr.				2	John F. McGrail
			11	John Hayes				3	Robert P. Weber
			12	Margie O'Malley					
			13	Adrian Merced	IBT	230	Toronto, ON	1	George Rex
IBT	211	Pittsburgh, PA	1	Joseph A. Molinero				2	Kenneth Hall
IBT	213	Vancouver, BC	1	Don McGill	IBT	231	Bellingham, WA	1	Chuck Eggert
			2	Ray Zigmont				2	
			3	Don Doerksen				3	Rachel McKibbin
			4	Gene Wirch	IBT	236	Paducah, KY	1	Bud Dillow
			5	Michael Levinson					
			6	Gurnam Johal	IBT	237	New York, NY	1	Carl Haynes
			7	Dave Angus				2	Ruben Torres, Jr.
			8	Walter Santa				3	Patricia Stryker
			9	Mike Croy				4	Gregory Floyd
			10	Stan Papp				5	Cheryl Hart
			11	Kim Turner				6	Abbey Pabon
			12	John Wilson				7	Carlos Cotto
IBT	214	Detroit, MI	1	Conrad Green				8	Doreen Mack
			2	Joseph C. Valenti				9	George Serrano
			3	Joseph M. Valenti				10	Elaine Kitt
			4	Floyd P. Ware				11	Stanley Davis
			5	Yvonne Johnson				12	Raul Rosario
			6	Les Barrett				13	Noreen Hollingsworth
			7	Sheryl Langdon				14	John Carroll
			8	Richard Divilbiss				15	Richard Hendershot
			9	Frederick Bennett				16	George Wade
			10	Dennis Rasch				17	Steve Rakowski
			11	Robert Bittner				18	Allison Power
			12	Alexander Germany				19	Zella Kyser
								20	Carol Petinaud
IBT	215	Evansville, IN	1	Charles A. Whobrey				21	John Daniels
			2	Bobby O. Mayhugh				22	Carl Giles
			3	Larry R. Murray				23	Maurice Goodwin
								24	Joseph Ford
								25	Joel Sosinsky

FIRST DAY—MORNING SESSION

			26	John Bil	IBT	259	Quincy, MA	1	Ralph H. Goscinak
			27	Richard W. Bondy					
			28	Paul Patscot	IBT	261	New Castle, PA	1	Douglas H. Robbins
			29	Joseph Llanos					
IBT	238	Cedar Rapids, IA	1	Jonnie McKinstry	IBT	264	Cheektowaga, NY	1	Ronald G. Lucas
			2	Ron Wheeler				2	Glenn C. Miller
			3	Lyle Malaney				3	William C. McCracken
			4	Gary Mika				4	Darrin C. Ziemba
			5	Gary Dunham				5	Richard Lipsitz
			6	Dale Walter				6	Rick Carr
			7	Dave Miller	IBT	267	Fort Collins, CO	1	Howard P. Dorsher
			8	Mike Stanfill					
			9	Rik Willett	IBT	270	New Orleans, LA	1	James B. Nolan
IBT	243	Plymouth Township, MI	1	John Bell				2	Jerry E. Tolbert
			2	Wayne Phillips				3	David Negrotto
			3	Ken Christie					
			4	Darwin Moore	IBT	272	New York, NY	1	Eddie Allers
			5	Sergio Mendik				2	Joseph Mattesi
IBT	244	Cleveland, OH	1	Lindsay Maddox				3	Jose Rojas
								4	Eddie Rivera
IBT	245	Springfield, MO	1	Roger Chappell				5	Matthew Bruccoleri
			2	Jim Kabell				6	Gabriel Ondarza
			3	Fred Potts				7	Greg Velez
IBT	247	Detroit, MI	1	Tom Aloisio	IBT	278	San Francisco, CA	1	Jack Bookter
			2	Walter D. Schuler				2	Terry McHugh
			3	Paul Jacobs	IBT	279	Decatur, IL	1	Jerry Conner
			4	Tom Ziembovic					
			5	John Spokascki	IBT	282	Lake Success, NY	1	Gary LaBarbera
IBT	249	Pittsburgh, PA	1	Joseph Rossi, Jr.				2	Thomas Gesualdi
			2	James W. Cowan				3	Lawrence Kudia
			3	Wayne B. Shatkoff				4	Louis Bisignano
			4	Rocco DiFilippo				5	Anthony Pirozzi
IBT	250	Pittsburgh, PA	1	Christopher D. Merck	IBT	283	Wyandotte, MI	1	Steve Szoke
			2	Anthony J. Buzzelli				2	Steve Hicks
IBT	251	E. Providence, RI	1	Joseph J. Bairos	IBT	284	Columbus, OH	1	Allen Price
			2	Dennis Mello				2	Paul Suffoletto
			3	Brian Carroll				3	R. Darren Kempton
			4	Joe Boyajian				4	Daniel Kirk
			5	Steven M. Labrie	IBT	287	San Jose, CA	1	Bill Hoyt
			6	Doug Teoli				2	Bob Blanchet
			7	Stuart B. Mundy	IBT	289	Minneapolis, MN	1	Daniel Bartholomew
IBT	252	Centralia, WA	1	Mike Mauermann	IBT	293	Independence, OH	1	Max Zemla
			2	Gary R. Johnston				2	Jack Sideris
			3	Darren L. O'Neil	IBT	294	Albany, NY	1	John Bulgaro

FIRST DAY—MORNING SESSION

			2	Frank Kearney			8	Marty Lamb	
			3	Paul Engel			9	Brian Aldes	
			4	Paul Sira			10	Joe Warhol	
							11	Tom Perkins	
IBT	295	Valley Stream, NY	1	Lou Calamine			12	Alston Dutchin	
			2	Vincent Bruno			13	Merl King	
			3	Patrick Scheer					
IBT	299	Detroit, MI	1	Kevin D. Moore	IBT	322	Richmond, VA	1	H. Joseph Ayers
			2	Terry Ray Sell	IBT	324	Salem, OR	1	Cliff Baker
			3	Denise Ann-Renedo Matuska				2	Benjamin McCuin
			4	Earnest B. Dortch, Sr.					
			5	Don Moran	IBT	325	Rockford, IL	1	Richard Thompson
			6	Mike Gluba				2	Steve Lindquist
IBT	301	Waukegan, IL	1	Michael B. Haffner	IBT	326	New Castle, DE	1	John Ryan
			2	Yvette M. Hoeg				2	Joe Smith
			3	Charles T. Easley					
IBT	303	St. Louis, MO	1	Ronald Meyer	IBT	327	Nashville, TN	1	Jimmy Neal
								2	Joe Bennett
IBT	305	Portland, OR	1	Mark MacPherson	IBT	328	Escanaba, MI	1	William T. Nelson
			2	Everett Twilleager				2	Gordon C. Frazier
			3	Jim Neilan					
			4	Tony Andrews	IBT	330	Elgin, IL	1	Dominic Romanazzi
			5	Tom Watt				2	Sam Campus
IBT	311	Baltimore, MD	1	Kenneth Kelm	IBT	331	Pleasantville, NJ	1	Joseph Yeoman
			2	Neil Dixon				2	Susan Taylor-Roberts
IBT	312	Chester, PA	1	Theodore J. Uniatowski	IBT	332	Flint, MI	1	Angela Oberman
			2	Mark P. Muller				2	Fred Ortiz
								3	Christine Cates
IBT	313	Tacoma, WA	1	John B. Emrick				4	Kelly Stebbins
			2	Bob McDonald	IBT	336	Independence, OH	1	Michael Klingbeil
IBT	315	Martinez, CA	1	Dale Robbins	IBT	337	Detroit, MI	1	Lawrence Brennan
			2	Bill Buccellato				2	Jerry Ahmet
			3	Steve Gutierrez				3	Glenn Phillips
			4	Doak Jones				4	Robert Shively
								5	Francesco Morreale
IBT	317	Syracuse, NY	1	Mark May				6	Willow Brown
			2	Gary Staring				7	Jim Montgomery
			3	John Pekoff				8	Kevin Hutton
			4	William Arnault				9	Johnni Young
IBT	320	Minneapolis, MN	1	Sue Mauren	IBT	338	Bronxville, NY	1	John DiGiulio
			2	Joanne Derby					
			3	Kari Seime	IBT	339	Port Huron, MI	1	Ronald Hreha
			4	Julie Maxwell					
			5	Sami Gabriel	IBT	340	S. Portland, ME	1	Kenneth Eaton
			6	Mike O'Donnell				2	Terrence Hanlon
			7	John Avery				3	Carl Guignard

FIRST DAY—MORNING SESSION

			4	Milford Maynard		IBT	375	Buffalo, NY	1	Joseph A. Sorrento
			5	James Carson						
IBT	341	Ambridge, PA	1	Dennis M. Hubal		IBT	377	Youngstown, OH	1	Robert E. Bernat
									2	Lawrence J. Spencer
IBT	344	Milwaukee, WI	1	Paul Lovinus					3	Kenneth M. Norris
			2	Bill Carroll					4	James L. Wood
			3	Brian Barber					5	Douglas D. Broderick
			4	Bob Weber		IBT	379	Charlestown, MA	1	Gerald T. Godin
			5	Terry Borchardt		IBT	381	Santa Maria, CA	1	Lynn Swenson
			6	Steve Hunter						
IBT	346	Duluth, MN	1	Patrick Radzak		IBT	384	Norristown, PA	1	Bobby Gaines
			2	Colin Hayes					2	Chris O'Donnell
			3	Rodrick Alstead					3	Robert Keller
IBT	347	W Frankfort, IL	1	Terry Rawson					4	Matt Condron
									5	Brian Mitchell
IBT	348	Akron, OH	1	Patrick J. Darrow		IBT	385	Orlando, FL	1	Mike Stapleton
			2	Pat Ziga					2	Clay Jeffries
									3	Walt Howard
IBT	350	Daly City, CA	1	Robert Morales					4	Gary Brown
			2	Larry Daugherty					5	Donna-Lynne Dalton
									6	Jeff Candage
IBT	355	Baltimore, MD	1	Ervin Williams					7	John 'Spike' Coskey
			2	David White					8	Ron Dulskis
			3	Glenn Goins						
			4	Denis Taylor		IBT	386	Modesto, CA	1	Bill Rutherford
			5	Phil Mellerson					2	Jeff Berdion
			6	Ralph Boarman, Sr.					3	Gaylord Phillips
			7	Mark Garey					4	John P. Souza
			8	Bill Alexander						
IBT	362	Calgary, AB	1	Joseph Laurier		IBT	391	Greensboro, NC	1	Donny Brown
			2	Roy A. Finley					2	Steve Bishop, Jr.
			3	Keith Norris					3	Rachel Baisden
			4	Richard S. Eichel					4	Clinton Graham
			5	James Hryniuk					5	Al Jones
			6	Robert Morris					6	Duke Blue
									7	Paris Ware
IBT	364	South Bend, IN	1	Bob Warnock					8	Vernon Gammon
			2	Anna Reynolds					9	Tony Scott
			3	Craig Fitzpatrick		IBT	395	Regina, SK	1	Victor Klassen
			4	Jim Szucs						
			5	Steve Lee		IBT	396	Covina, CA	1	Ron Herrera
			6	Gary Monroe					2	Rafael Camacho
									3	Javier Bonaes
IBT	371	Rockland Island, IL	1	Girard "Jeep" Carns					4	Barbara Liddy
			2	Howard Spoon					5	David Valenzuela
									6	John Campa
IBT	372	Detroit, MI	1	Ronald G. Renaud					7	David L. Marquez
									8	Ramiro Rivas
IBT	373	Fort Smith, AR	1	Stacy Fox					9	Jay Phillips

FIRST DAY—MORNING SESSION

			10	Frankie Valle	IBT	419	Mississauga, ON	1	Tom Fraser
			11	Miguel Lechuga				2	Douglas Power
			12	Henry Manuel				3	Brian Lawrence
			13	David Castro				4	Jason Sweet
IBT	397	Erie, PA	1	John Christina	IBT	421	Dubuque, IA	1	David Baker
			2	Ron Gibbs					
IBT	399	North Hollywood, CA	1	Randall Peterson	IBT	422	Cleveland, OH	1	Tony Sara
			2	Leo T. Reed					
			3	Rosalba Falcon	IBT	429	Reading, PA	1	William M. Shappell
			4	Anthony Cousimano				2	Keith L. Noll
			5	Edward Duffy				3	Elton "Butch" Sherman
								4	Kevin M. Bolig
IBT	400	Cleveland, OH	1	Charles A. Cimino, Jr.				5	Keith A. Youst
IBT	401	Wilkes-Barre, PA	1	Patrick D. Connors	IBT	431	Fresno, CA	1	Darrell Pratt
			2	James V. Murphy				2	Peter Nunez
								3	Ken Fleming
IBT	402	Muscle Shoals, AL	1	Joe Gronck	IBT	435	Denver, CO	1	David Ring
								2	Scott Ford
IBT	404	Springfield, MA	1	Frank A. Rossi				3	Gary Stugart
			2	Victor A. Santiago				4	James Adams
								5	Steven Vairma
IBT	406	Grand Rapids, MI	1	George Sorenson				6	John Holzwarth
			2	Ron Holzen				7	Douglas Brees
			3	Angie Jones	IBT	436	Valley View, OH	1	Gary Tiboni
			4	Denny Brougham, Jr.				2	Jack Fortesque
			5	Tom Hohman				3	Chris Pavone
			6	Terry Hoogerhyde					
			7	Bob Kokx	IBT	439	Stockton, CA	1	Sam Rosas
IBT	407	Cleveland, OH	1	Frank Burdell				2	Albert De La Cruz
			2	Paul Wojnar				3	Rick Buzo
			3	Dennis Roberts				4	Phil Rushing
			4	Nick Haschka				5	Armando M. Alonzo, Jr.
			5	Jesse W. Woody	IBT	443	New Haven, CT	1	Robert E. Bayusik
			6	J. D. Smith				2	Daniel Flanagan
IBT	408	Union, NJ	1	Donald DiLeo				3	Frank Dart
								4	Linda Bunnell
IBT	413	Columbus, OH	1	Marc Antila	IBT	445	Newburgh, NY	1	Adrian Huff
			2	Chuck Schnell				2	Douglas L. McCauley
			3	Bud Raver				3	Cindy Garinghouse
			4	Mike Snyder					
IBT	414	Fort Wayne, IN	1	Chuck Stein	IBT	449	Buffalo, NY	1	Ken Nelligan
			2	Dennis Arnold				2	Bruce LeRoy
			3	George Gerdes				3	Dick Zak
IBT	416	Cleveland, OH	1	Dominic Tocco	IBT	453	Cumberland, MD	1	Lawrence A. Wolfe, Jr.
IBT	418	Nutley, NJ	1	Alfred Pascarella, Jr.	IBT	456	Elmstord, NY	1	Edward Doyle, Jr.

FIRST DAY—MORNING SESSION

			2	Syd Goldstein				2	Lori Cazares
			3	Kevin Curry				3	Robert M. Lennox
			4	William Visci				4	Rigoberto Tirado
			5	Robert Roberge				5	Arthur Cates
								6	Felipe Contreres
IBT	463	Fort Washington, PA	1	Robert Ryder				7	Robert Sanchez
			2	Louis Faiola				8	Rick Newell
			3	John M. Fogarty, Sr.				9	Adrian Cervantes
IBT	464	Vancouver, BC	1	Robert Kornhass	IBT	500	Philadelphia, PA	1	Frank Gillen
			2	Bob Ryder				2	James E. Kelly
IBT	469	Hazlet, NJ	1	Fredrick Potter	IBT	502	Philadelphia, PA	1	George DiPilato
			2	William O'Keefe					
			3	Michael Broderick	IBT	505	Huntington, WV	1	Dennis Morgan
IBT	470	Philadelphia, PA	1	Joseph D. Ricci	IBT	507	Cleveland, OH	1	Thomas Zdanowicz
							2	Carl Pecoraro	
IBT	471	Minneapolis, MN	1	Dave Laxen			3	Al R. Mixon	
IBT	473	Cleveland, OH	1	Gordon McGinnis	IBT	509	Cayce, SC	1	L.D. Fletcher
							2	Powell Caldwell	
IBT	478	Union, NJ	1	James Majocha					
IBT	480	Nashville, TN	1	Tony Eddie	IBT	510	Orrville, OH	1	Jim Magyar
			2	David R. Mottern	IBT	512	Jacksonville, FL	1	Jim Shurling
			3	Lendon Grisham			2	Randy Knudsen	
			4	Tim McDonald			3	Margie Tillman	
IBT	481	San Diego, CA	1	Mark Dodson	IBT	513	Florence, KY	1	Connie Slayback
			2	Michael D. Armstrong					
			3	Victor Torres	IBT	516	Muskogee, OK	1	Jessie Smith
			4	Tom Miller					
IBT	483	Boise, ID	1	Mark Briggs	IBT	517	Visalia, CA	1	Scott A. Lupo
							2	David Ybarra	
IBT	486	Saginaw, MI	1	Dave Robinson	IBT	519	Knoxville, TN	1	Wes Trotterchaud
			2	Michael Sander			2	Jim Hamby	
			3	Ed Morin			3	Todd Bolin	
IBT	490	Vallejo, CA	1	Carlos Borba	IBT	522	Rahway, NJ	1	James Kane
			2	Don E. Garcia			2	Joseph Byers	
			3	Robert Cross					
IBT	491	Uniontown, PA	1	Vito Dragone, Jr.	IBT	523	Tulsa, OK	1	Randy L. Campbell
IBT	492	Albuquerque, NM	1	Pete A. Castanuela	IBT	525	Alton, IL	1	Thomas Pelot
			2	Walter R. Maestas			2	Christopher Zahn	
			3	Robert D. Younger					
IBT	493	Uncasville, CT	1	Thomas E. Schlink	IBT	528	Atlanta, GA	1	Maurice Cobb
							2	Don Toney	
							3	Pam Walker	
IBT	495	Pico Rivera, CA	1	Arthur South			4	Larry Deane	

FIRST DAY—MORNING SESSION

IBT	529	Elmira, NY	1	John Farwell, III	6	Rudy Giron
IBT	533	Reno, NV	1	Mark W. Tracy	7	Gary Mascarenas
			2	Damon E. Smit	8	Jesus Maquiera
IBT	537	Denver, CO	1	Chuck Haliburton	9	Myron Dickens
			2	Ted Textor	10	Dave Phillips
			3	Dean Modecker	11	Mike Lupayne
IBT	538	Worthington, PA	1	Betty Rose Fischer	12	Glenn Mathis
IBT	541	Kansas City, MO	1	Jed Cope		
			2	Lyle Farrand	1	Robert Zanchettin
IBT	542	San Diego, CA	1	Ken Lundgren	2	Rusty Stepp
			2	Philip Farias	3	Brian Ahearn
			3	Patty Patience-Collins	4	Alfredo Soltero
			4	James MacLean		
			5	Clifton Cunningham	1	Mike Davis
			6	Dana Rusnak	2	Tom Lauer
			7	William Wendell	3	Ruben Corral
			8	Frank Pendleton	4	Bill Summers
IBT	549	Blountville, TN	1	Scott Armstrong		
IBT	550	New Hyde Park, NY	1	Richard Volpe	1	Alan A. Fadhammer
IBT	553	New York, NY	1	Demos P. Demopoulos		
IBT	554	Omaha, NE	1	Todd Clapper	1	Douglas Withey
			2	Jim Sheard	2	Michael Parker
			3	Kim Quick		
			4	Danny Avelyn	1	William J. Whelan
IBT	559	South Windsor, CT	1	Tom Gilmartin, Jr.	1	Roy Marshall
IBT	560	Union City, NJ	1	Gordon Scott		
			2	Ken Bohan	1	Ken Troup
			3	Anthony M. Valdner	2	Danetta Rutten
			4	Louis Rodriguez		
IBT	563	Appleton, WI	1	Robert Schlieve, Jr.	1	James R. Smith
IBT	568	Shreveport, LA	1		1	Ronald Rabideau
IBT	570	Baltimore, MD	1	Sean Cedenio		
			2	Raymond Valentine	1	Dan McKay
			3	Richard Brown	2	Larry Tinker
IBT	572	Carson, CA	1	Linda Ward	3	Rick Meyer
			2	Rick Middleton	4	Martin Giorgi
			3	Helena Nelson		
			4	Connie Oser	1	Lucio M. Reyes
			5	Dave Herrera	2	Lorraine M. Torres
					3	Manuel Garcia
					4	Paul Montano
IBT	577	Amarillo, TX	1			
IBT	578	Orange, CA	1			
IBT	579	Janesville, WI	1			
IBT	580	Lansing, MI	1			
IBT	584	New York, NY	1			
IBT	585	Washington, PA	1			
IBT	589	Port Angeles, WA	1			
IBT	592	Richmond, VA	1			
IBT	597	South Barre, VT	1			
IBT	600	Maryland Heights, MO	1			
IBT	601	Stockton, CA	1			
IBT	604	St Louis, MO	1			
IBT	610	Maryland Heights, MO	1			
IBT	612	Birmingham, AL	1			
IBT	614	Pontiac, MI	1			

FIRST DAY—MORNING SESSION

			2	Billee J. Hawkins			6	Ronald D. Larva	
			3	Robert Tibbals			7	Al Thomas	
IBT	618	St Louis, MO	1	Dan Heumann	IBT	639	Washington, DC	1	Thomas Ratliff
			2	Marvin Kropp				2	Daniel F. (Buddy) Robson, Jr.
			3	Mike Foster				3	Theresa Chestnut
IBT	623	Philadelphia, PA	1	George Ruggieri				4	Ronald L. Joseph
			2	Bill Shanahan				5	John Gibson
			3	Bill Morris				6	Anthony M. Pinder
			4	Stan Hendrickson				7	Larry D. Hawkins
IBT	624	Santa Rosa, CA	1	Bob Carr				8	David Benitez
			2	Rafael A. Miranda				9	Philip Giles
IBT	627	Peoria, IL	1	Keith E. Gleason	IBT	641	Union, NJ	1	William Cunningham
			2	Bernard T. Lee				2	Jan Katz
			3	Dean W. McCoy				3	Anthony Artificio
IBT	628	Philadelphia, PA	1	John W. Quigley, III	IBT	647	Mississauga, ON	1	Robert Izumsky
								2	Gerald Cadeau
IBT	630	Los Angeles, CA	1	Paul A. Kenny				3	Angie Torti
			2	Sylvia Garza	IBT	651	Lexington, KY	1	Matt Montgomery
			3	Wallace S. White				2	Rick Cofer
			4	Gary Guillory				3	Mike Philbeck
			5	Ernie Lopez	IBT	653	South Easton, MA	1	Gerald F. Gross
			6	Martin Tsuyuki				2	George Joseph
			7	Frank Santoyo	IBT	657	San Antonio, TX	1	Frank Perkins
			8	Abraham Moreno				2	Leticia Acosta
IBT	631	Las Vegas, NV	1	Edmund Burke				3	Phil Bunker
			2	Lolita Russell				4	Lucio Gaitan
			3	Wayne R. King, Sr.	IBT	661	Cincinnati, OH	1	Mike Hall
			4	Tommy Blitsch					
			5	Donald McNamee	IBT	662	Eau Claire, WI	1	David Reardon
			6	Maxine Simons				2	John L. Kaiser
			7	Jerry A. Neal				3	Rick R. Skutak
IBT	633	Manchester, NH	1	David W. Laughton				4	Steve Novacek
			2					5	Tim Wentz
			3	Thomas D. Noonan				6	Bob Russell
			4	Kevin P. Foley	IBT	665	Daly City, CA	1	Ernie Yates
IBT	636	McKees Rocks, PA	1	Craig Iellino				2	Mark Gleason
IBT	637	Zanesville, OH	1	Douglas E. Greiner				3	Edward Carter
								4	Chuck Andrew
IBT	638	Minneapolis, MN	1	Mark Rime				5	Edward Dion
			2	Robin Lynn Kohl	IBT	667	Memphis, TN	1	Mike McGowan
			3	Bradley G. Johnson				2	Ronnie Vonglis
			4	Ron Richardson				3	Kenneth "K.W." Phillips
			5	Mike Hogan					

FIRST DAY—MORNING SESSION

IBT	669	Albany, NY	1	Irv Wood	IBT	693	Binghamton, NY	1	Roberta Dunker
IBT	670	Salem, OR	1	Diana Franken	IBT	695	Madison, WI	1	Wayne Schultz
			2	Bill Gregoroff				2	David Brugger
			3	Bill Gaither				3	Samuel Anderson
			4	Randy Ficek				4	Rick Nelson
			5	Kay Gordiano				5	William Roeth
			6	Rita Harris				6	Gene Govey
								7	Mark Herrmann
IBT	671	Bloomfield, CT	1	Dave Lucas	IBT	696	Topeka, KS	1	William "Bill" A. Moore
			2	Roger Fenlason				2	Patricia A. Kirkman
			3	Dave Randolph					
IBT	673	West Chicago, IL	1	Thomas L. Custer	IBT	697	Wheeling, WV	1	Ray Bauer
			2	John Majewski					
			3	Timothy L. Custer	IBT	701	North Brunswick, NJ	1	John Devereaux
			4	Dave Theodore				2	Ernie Soehl
IBT	676	Collingswood, NJ	1	Howard W. Wells	IBT	703	Chicago, IL	1	Thomas W. Stiede
			2	Roy V. Kaiser				2	Pat Bruno
			3	Marcus W. King				3	Anthony Carioscia
			4	Charles D. Mahoney				4	Sam Scianna
			5	Ernest M. Clements				5	Jose Gamboa
IBT	677	Waterbury, CT	1	Dennis Raymond	IBT	705	Chicago, IL	1	Steve Pozzowski
			2	George Brier				2	Carol Martin
			3	John Capobianco				3	Gregory R. Foster
IBT	682	St Louis, MO	1	Fred Littrell				4	Joe Bakes
			2	Bob Carmack				5	Juan Campos
			3	Charles Meier				6	Edmund J. Urbaniak
IBT	683	San Diego, CA	1	Shannon R. Silva				7	Joseph Rodriguez
			2	Joe T. Rodriguez				8	Lorelei Anderson
IBT	687	Potsdam, NY	1	Frederick J. Carter				9	Frank DiGioia, Jr.
IBT	688	St Louis, MO	1	Carl Williams				10	Santos M. Martinez
			2	Michael H. Goebel				11	Frank Foreman
			3	Scott W. Sims				12	Paul Lee
			4	Rodney Kalina				13	Walter Kobylanski
			5	David Smith				14	Neil Messino
			6	Oscar McHughes				15	Brian Villanova
			7	Dave Lakumondier				16	John R. Clary
			8	Ralph Ahart				17	Robert J. Scheiber
			9	William G. Revis				18	James Carroll
			10	Matthew Stackle				19	Marcus Harris
			11	Virginia Duckworth				20	Ralph Cope
IBT	690	Spokane, WA	1	Bob Holman	IBT	706	Chicago, IL	1	Tony J. Judge
			2	Justin "Buck" Holliday	IBT	707	Hempstead, NY	1	Vincent Cangelosi
			3	Tom Nichols				2	John Zirpoli

FIRST DAY—MORNING SESSION

IBT	710	Chicago, IL	3	Kevin McCaffrey
			1	Patrick W. Flynn
			2	James E. Dawes
			3	Michael J. Sweeney
			4	Jerry Pauli
			5	Larry Alexander
			6	Ray Franco
			7	Bernie Sherlock
			8	Ken Hendrix
			9	Ed Bradshaw
			10	Roger Kelley
			11	Eric W. Atterberg
			12	Pat "Packy" Comiskey
			13	Chuck Garfield
			14	Harry Haynes
			15	JoAnne Reasons
			16	Mike Lloyd
			17	Michael S. Medcalf
			18	Lenny Poppel
IBT	714	Berwyn, IL	1	Robert A. Hogan
			2	Lizette Alonzo
			3	Michael Vendafreddo
			4	Genaro Rodriguez
			5	Aubrey Smith
			6	Anthony O'Donnell
			7	Joseph Grigus
			8	John J. Gilmore, Jr.
			9	Danny Ditallo
			10	Robert Voss
			11	Frank Zebell
IBT	716	Indianapolis, IN	1	Gary R. Green
			2	Steve Jones
IBT	722	La Salle, IL	1	Steven M. Mongan
			2	Frank L. Barger
IBT	726	Chicago, IL	1	Thomas P. Clair
			2	Anthony Fiori
			3	Kenneth R. Brantley
			4	John Falzone
			5	Linda Cruz
IBT	727	Chicago, IL	1	John T. Coli
			2	Michael G. Coli
			3	Zeberdee Barnes
			4	Becky Strzechowski
			5	Floyd Hughes
			6	Curt Ziedrich
IBT	728	Atlanta, GA	1	Randy Brown

IBT	730	Washington, DC	2	Scott Webber
			3	Travis Mapp
			4	Phillip Prince
			5	Timothy Chaney
			6	Leonard Stoehr
			7	Michael Dollar
IBT	731	Burr Ridge, IL	1	Archie Smith
			2	John E. Woodall
IBT	734	Chicago, IL	1	Terrence J. Hancock
			2	William Woldman
			3	John J. Lisner
			4	Dale A. Bolt
			5	William P. Logan
			6	Timothy P. Dunlap
			7	Thomas F. Browne
			8	Richard Brennan
IBT	743	Chicago, IL	1	Gordon Nisbet
			2	Brian Meidel
IBT	744	Chicago, IL	1	Irene Brown
			2	Susan Hansen-Motley
			3	Evelyn Steward
			4	Barbara Jennings
			5	Richard Lopez
			6	Homer Lambert
			7	Juan J. Marquez, Jr.
			8	Reginald D. Ford
			9	Ben Koccolowski
			10	Marcus W. Buell, Sr.
			11	Richard Somogyi
			12	Donnell Hogan
			13	Patricia Adams Childs
			14	Betty J. Richardson
IBT	745	Dallas, TX	1	Mike Schmidt
			2	Jessie W. Lee
			3	Gregory McQuitter
			4	Ramon Sagols
IBT	747	Houston, TX	1	Pat Everett
			2	Iria Ganiou, Jr.
			3	Ken Bryant
			4	Lannis Shepherd
			5	Brent Taylor
			6	Tyson Johnson
			7	Willie Cribbs
IBT	748	Houston, TX	1	Ernest E. Sowell
			2	Thomas Southorn
			3	Bruce Perkins

FIRST DAY—MORNING SESSION

IBT	749	Sioux Falls, SD	1	Randy Knudtson	6	Robert J. Snyder, Jr.
IBT	752	Phoenix, AZ	1	Willard F. Gibson	7	Russell A. Stepp
IBT	754	Elmhurst, IL	1	Floyd F. Prusinski	8	Kittie L. Hake
IBT	760	Yakima, WA	1	Maria Davila	1	James Glimco
			2	John Parks	2	Joseph P. Glimco, III
			3	Don Anderson	1	Anthony R. DiGrazia
			4	J. Allen Hobart	2	Gloria Flores
			5	Rick Lee	3	Richard A. Smith
			6	Doug Downard	4	Tracy "Truc" Treadwell
			7	Larry Slavens	5	Paul J. Stripling
IBT	763	Tukwila, WA	1	Diane Jaber	1	William D. Norris
			2	John McCue	2	Tom Vincent
			3	David Grage	3	Nancy Walsh
			4	Mike Leahy	4	Shirley Cobb
					5	Todd Thomason
IBT	764	Milton, PA	1	Michael A. Hartman	1	Lou Mazzei
IBT	767	Forest Hill, TX	1	Wesley "Chili" Jenkins	2	Michael Yauger
			2	Gerald "J-T" Thompson	3	Eddie Rizzo
			3	Jill D. Shipman	1	Lawrence A. Yoswa
			4	John F. Shorts, Sr.	2	Brian Barlage
			5	Paul Tribble		
			6	Tino Castrellon	1	Jesse Castillo
IBT	769	Miami, FL	1	Mike Scott	1	Gabe Carpinelli
			2	Josh Zivalich	2	Hector Rodriguez
			3	Rolando Pina	1	Billie Lee Whelan
			4	Alan W. Dennis	1	Howard Redmond
			5	Bill Pierson	2	Tony Magrene
			6	Shirley A. Tarpley	3	Tony Donato
			7	Don Marr	4	Bill Buhlert
			8	Andre Knowles	5	Pat DeFelice
			9	Jose (Joe) Lopez	6	Tom Connolly
IBT	771	Lancaster, PA	1	Howard W. Rhinier	7	Bill Leary
			2	Michael D. Green	8	Angelo Guarella
			3	Scott A. Sanchez	9	Frank Laquidara
IBT	773	Allentown, PA	1	Steve Banus	1	Sandy Pope
			2	Chuck Shafer	1	John Sullivan
			3	Gail Brown	2	William J. Turis
			4	Joe Wieder		
			5	Rusty Wetherspoon	1	Glenn Conkin
IBT	776	Harrisburg, PA	1	Daniel A. Virtue	2	Fitz-Verity Christophe Silveira
			2	John L. Fogle, II		
			3	Kevin M. Cicak	1	Nelson Silva
			4	Carlos N. Ramos, II		
			5	Keith L. LaCroix		
IBT	777	Brookfield, IL	1		1	James Glimco
IBT	781	Des Plaines, IL	1		2	Joseph P. Glimco, III
			2		1	Anthony R. DiGrazia
			3		2	Gloria Flores
			4		3	Richard A. Smith
			5		4	Tracy "Truc" Treadwell
					5	Paul J. Stripling
IBT	783	Louisville, KY	1		1	William D. Norris
			2		2	Tom Vincent
			3		3	Nancy Walsh
			4		4	Shirley Cobb
			5		5	Todd Thomason
IBT	786	Chicago, IL	1		1	Lou Mazzei
			2		2	Michael Yauger
			3		3	Eddie Rizzo
IBT	792	Minneapolis, MN	1		1	Lawrence A. Yoswa
			2		2	Brian Barlage
IBT	795	Wichita, KS	1		1	Jesse Castillo
IBT	802	Long Island City, NY	1		1	Gabe Carpinelli
			2		2	Hector Rodriguez
IBT	803	Woodhaven, NY	1		1	Billie Lee Whelan
IBT	804	Long Island City, NY	1		1	Howard Redmond
			2		2	Tony Magrene
			3		3	Tony Donato
			4		4	Bill Buhlert
			5		5	Pat DeFelice
			6		6	Tom Connolly
			7		7	Bill Leary
			8		8	Angelo Guarella
			9		9	Frank Laquidara
IBT	805	Long Island City, NY	1		1	Sandy Pope
IBT	807	Long Island City, NY	1		1	John Sullivan
			2		2	William J. Turis
IBT	808	Long Island City, NY	1		1	Glenn Conkin
			2		2	Fitz-Verity Christophe Silveira
IBT	810	New York, NY	1		1	Nelson Silva

FIRST DAY—MORNING SESSION

			2	Louis Smith
			3	Donna Santoro
			4	John Mascali
			5	Thomas Feeley
IBT	812	Scarsdale, NY	1	Joseph Wojciechowski
			2	Warren Marsh
			3	Thomas Rosano
			4	Thomas Malone
IBT	813	Long Island City, NY	1	Anthony Marino
			2	Richard J. Merola
			3	Sylvester Needham
			4	Sean T. Campbell
IBT	814	Long Island City, NY	1	George Daniello
IBT	817	Lake Success, NY	1	Thomas R. O'Donnell
IBT	822	Norfolk, VA	1	James Wright
			2	Lewis Washington
IBT	823	Joplin, MO	1	James McCall
IBT	830	Philadelphia, PA	1	Charles White
			2	Daniel H. Grace
			3	Dan Santosusso
			4	Jim Brown
IBT	831	New York, NY	1	Angelo DePietto
			2	Thomas Bacigalupo
			3	Anthony Rodriguez
			4	Anthony Lenza
			5	St. Joseph Middleton
			6	Harry Nespoli
			7	Michael A. Bove
			8	Louis Leccese
IBT	832	New York, NY	1	Elizabeth Krull
IBT	833	Jefferson City, MO	1	Mark L. Bruemmer
IBT	837	Philadelphia, PA	1	John C. Dulczak
IBT	838	Kansas City, MO	1	Richard L. Blevins
			2	Billy R. Thompson
IBT	839	Pasco, WA	1	Robert C. Hawks
			2	Mary J. Faragher
IBT	847	Toronto, ON	1	
			2	
			3	Tim Cadeau

IBT	848	Covina, CA	1	Jim Santangelo
			2	Gil Baltazar
			3	Louie Diaz
			4	Leonard Leal
			5	Ray Oronoz
			6	Efren Hurtado
			7	Jackie Gray
			8	Leroy Joseph
			9	Donnie Brumfield
IBT	851	Valley Stream, NY	1	Thomas N. Conellas
IBT	853	San Leandro, CA	1	Rome Aloise
			2	John Becker, Sr.
			3	Antonio Christian
			4	Phil Tarantino
			5	Dan Harrington
			6	Bo Morgan
IBT	854	Baldwin, NY	1	Daniel J. Gatto
			2	
IBT	855	St. John's, NL	1	Richard Gill
IBT	856	San Bruno, CA	1	Michael J. McLaughlin, Sr.
			2	Joseph Lanthier
			3	Neil Saccoman
			4	Mike McLaughlin, Jr.
			5	Larry Ferrigno
			6	Mike Lagomarsino
			7	Joe Martinelli
			8	Donald Lawson
IBT	858	Plainview, NY	1	Barbara Reda
IBT	863	Mountainside, NJ	1	Louis Sanchez
			2	Bruce Vivadelli
			3	Val Fiorillo
			4	Charles O'Mara
			5	George Grimshaw
			6	Alphonse Rispoli, Jr.
IBT	877	Linden, NJ	1	Doc Doherty
IBT	878	Little Rock, AR	1	Tim Nichols
			2	Todd Roetzel
			3	Sammy L. Thweatt
			4	Carlton Collins
IBT	879	Hamilton, ON	1	Ray Rock
			2	Wayne Gibson
			3	John McCann
			4	Dave McLeod

FIRST DAY—MORNING SESSION

			5	Tyler Kernaghan			3	David Perez	
			6	Kelly Mulligan					
IBT	880	Windsor, ON	1	Frank Bielek	IBT	919	Houston, TX	1	Greg Rountree
			2	Gary Kitchen	IBT	922	Washington, DC	1	Ferline Buie
IBT	886	Oklahoma City, OK	1	Robert Young	IBT	926	Pittsburgh, PA	1	Charles M. Byrnes
			2	Steve St. Cyr				2	Marc R. Dreves
IBT	888	Baltimore, MD	3	Al Jones				3	Frank M. Fink
			1	Kristy D. Thompson	IBT	927	Halifax, NS	1	Harvey Edwards
IBT	890	Salinas, CA	1	Franklin Gallegos	IBT	929	Philadelphia, PA	1	Paul Cardullo
			2	Crescencio Diaz				2	Rocky Bryan, Jr.
			3	Tony F. Gonzalez				3	Linda Bloch
			4	Salvador Carrillo				4	John Bryan
			5	Steve Garcia	IBT	931	Montreal, QC	1	Michel Aubin
			6	Francisco Reynoso				2	Richard Charruau
			7	Michael Johnston				3	Richard Lamoureux
IBT	891	Jackson, MS	1	Kenneth L. Paige				4	Alain De Grandpre
			2	Lrry dams				5	Gerry Boutin
IBT	896	Los Angeles, CA	1	Danny Solis				6	Pierre Andre Blanchard
			2	Kevin Kohler				7	Christian Dubois
			3	Nick Camarda	IBT	938	Mississauga, ON	1	Larry McDonald
IBT	901	San Juan, PR	1	German Vasquez				2	Ray Hill
			2	Jose Ayala				3	Wayne Gauthier
			3	Alexis Rodriguez				4	Peter Burgess
			4	Roberto Rosario				5	Rose Demitro
			5	Joel Sierra				6	Craig McInnes
IBT	908	Lima, OH	1	Steve Waitman				7	Bob Miles
IBT	911	Long Beach, CA	1	Raymond Whitmer				8	John Hull
			2	Chester Mordasini				9	Bud McAulay
			3	Jose Monjaras				10	Fred Randall
			4	Debra Loyd				11	Art Furtado
			5	Colin Brust				12	Rick Davies
			6	Max Lopez				13	Brian Chapman
			7	Melissa Ornelas	IBT	945	Wayne, NJ	1	Steven Bottieri
			8	Marv Whited				2	David Baumann
IBT	912	Watsonville, CA	1	Santos Lerma	IBT	947	Jacksonville, FL	1	Jeffrey A. Mullane
			2	Brad Sebring	IBT	948	Visalia, CA	1	Luis Diaz
IBT	916	Springfield, IL	1	Tony Barr				2	Eva Vizcarra
			2	Lou Menendez				3	Luis Bustamante
			3	Leo Carroll				4	Arturo Vigil
			4	Tom Claffetter				5	Francisco Diez
IBT	917	Floral Park, NY	1	Mark Ruggiero				6	Jim Evans
			2	Paul Isaac				7	Marco (Tony) Dillon
								8	Gloria Ramirez

FIRST DAY—MORNING SESSION

IBT	952	Orange, CA	1	Patrick D. Kelly
			2	Bob Hahn
			3	Don Brewster
			4	Marlene Evans
			5	Frank Pineira
			6	Mark Rauzon
			7	Paul Foster
			8	Linda Hill
			9	Gonzalo Acevedo
			10	Mark Woomer
			11	Stanley Brown
			12	Gary Fredrickson
			13	John Lauterio, Jr.
IBT	955	Kansas City, MO	1	Jim Williams
			2	Robert Gary Barkley
IBT	957	Dayton, OH	1	Doug Davis
			2	Varney Richmond
			3	James Lee Eversole
			4	Dick Carter
			5	Mike Lemaster
IBT	959	Anchorage, AK	1	Ken Coleman
			2	Michael O. Killian
			3	Michael Kenny
			4	Tim Burzinski
			5	Dennis R. Bourne
			6	Gary Dixon, Jr.
IBT	961	Denver, CO	1	John Oxley
			2	Matthew Fazakas
			3	Adan Morales
IBT	962	Central Point, OR	1	Daniel W. Raffy
			2	Charles M. Pool
IBT	964	Brook Park, OH	1	Charles Altiero
IBT	966	Cresskill, NJ	1	Larendo A. Bakker
			2	James R. Anderson
IBT	968	Houston, TX	1	Leo Correa
			2	Josephine V. Lopez
IBT	970	Minneapolis, MN	1	Daniel L. Fortier
			2	Andrew W. Truchinski
IBT	973	Montreal, QC	1	Pierre Genest
			2	
IBT	974	Minneapolis, MN	1	Thomas Tweet
			2	William Ziembo

IBT	979	Winnipeg, MB	1	Richard Ashdown
			2	Kelly Gorzen
IBT	983	Pocatello, ID	1	Robert Lee
IBT	984	Memphis, TN	1	Dale Stiger
IBT	986	South El Monte, CA	1	John Harren
			2	Gaston Franyutti
			3	John Montanez
			4	Chris Griswold
			5	Greg Bashem
			6	Larry Parker
			7	Clacy Griswold
			8	Mary Lou Salmeron
			9	Frank Saso
			10	Sean Harren
			11	Dan Clark
			12	Kevin Harren
			13	Patrick D. Schooler
			14	Clifford Batham
IBT	987	Calgary, AB	1	Ed Bodnaryk
			2	Dave Froelich
			3	John Johnston
			4	Phil MacDonald
			5	Ken McCaghren
IBT	988	Houston, TX	1	Glen Redding
			2	Robert DeLeon
			3	Chester Morris
			4	Claude Horton
IBT	991	Mobile, AL	1	Terry Taylor
			2	Jim Gookins
IBT	992	Hagerstown, MD	1	Mitch Mummert
IBT	995	Las Vegas, NV	1	Lucy Corral
			2	Tony Sasso
			3	Helen Green
IBT	996	Honolulu, HI	1	David L. Aki
			2	Ben Ramos
			3	Bobby Costa
			4	Mike Chambrella
			5	Wayne Tokunaga
			6	Melvin Vendiola
			7	Francis "Coach" Silva
			8	Mel Kahele
IBT	997	Fort Worth, TX	1	Jerry Putnam

FIRST DAY—MORNING SESSION

IBT	1035	South Windsor, CT	1	Christopher Roos
IBT	1038	Detroit, MI	1	Gregory W. Nowak
IBT	1070	Delphi, IN	1	Mel Walts
IBT	1100	Piscataway, NJ	1	Nicholas Benenati
IBT	1108	Columbus, OH	1 2	William Olsen Richard Snow
IBT	1129	Cartersville, GA	1	Ryan J. Forbes
IBT	1145	St. Paul, MN	1 2	Mike Vincent Nancy Sims
IBT	1149	Baldwinsville, NY	1	Katie Brutcher
IBT	1150	Stratford, CT	1 2 3 4	Rocco Calo Harvey L. Jackson Rick Rollinson Carlos Clavirino
IBT	1164	Cleveland, OH	1	David Bond
IBT	1196	Memphis, TN	1	Nathaniel Jackson
IBT	1199	Cincinnati, OH	1	Randall Verst
IBT	1205	Farmingdale, NY	1	Timothy Lynch
IBT	1224	Wilmington, OH	1	Robert Boyd
IBT	1414	Philadelphia, PA	1	Robert Wilson
IBT	1620	Plymouth, MI	1	Zena Rivers
IBT	1717	Cincinnati, OH	1	James Ruth
IBT	1791	Montreal, QC	1	Reynald Grondin
IBT	1979	Scarborough, ON	1	Steve Rodriguez
IBT	1998	Montreal, QC	1 2 3	Aline Lachapelle Francois Laporte Srinivasan Soundararaj
IBT	1999	Montreal, QC	1 2 3 4 5 6	Pierre Caron Michel Deziel Herve Trudel Gilles Lafortune Alain Lacroix Serge Berube

7	Jean-Gilles Gemme
8	Johanne Vaillancourt
9	Robert Bouvier
10	Andre Parker
11	Pierre Bisailon
12	Guy Deslauriers
13	Pierre Soucisse
14	Alain Soucy
15	Jacques Rousseau
16	Claude Tetreault

IBT	2001	Indianapolis, IN	1	Mackie Johnson
IBT	2004	Denver, CO	1	Ed Bagwell
IBT	2040	Detroit, MI	1	Alex H. Young
IBT	2727	Louisville, KY	1	Ron Gulla

NON-VOTING DELEGATES

Joint Council

3	Denver, CO (1)
7	San Francisco, CA (1)
9	Charlotte, NC (1)
10	Charlestown, MA (1)
13	St. Louis, MO (1)
16	New York, NY (1)
18	Albany, NY (1)
25	Chicago, IL (1)
26	Cincinnati, OH (1)
28	Tukwila, WA (1)
32	Minneapolis, MN (1)
36	Vancouver, BC, CN (1)
37	Portland, OR (1)
38	Modesto, CA (1)
39	Green Bay, WI (1)
40	Pittsburgh, PA (1)
41	Cleveland, OH (1)
42	Covina, CA (1)
43	Detroit, MI (1)
44	Toledo, OH (1)
46	Cheektowaga, NY (1)
52	Mississauga, Ont, CN (1)
53	Philadelphia, PA (1)
55	Washington, DC (1)
56	Kansas City, MO (1)
58	Houston, TX (1)
62	Glen Burnie, MD (1)

Delegates

Ralph J. Taurone
Claude Gray
George Newman
Robert Gartner
John Cotoggio
John Coli
Michael Land
Don McGill
Victor L. Shada
James A. Beros
Deborah Cusic
Kenneth Lochtefeld
Theodore J. Uniatowski
Fernando Harms
Dale Stanford
Robert Brown

FIRST DAY—MORNING SESSION

65	Springfield, IL (1)	
69	Indianapolis, IN (1)	Mackie Johnson
73	Union, NJ (1)	Mark McEntee
75	Tampa, FL (1)	
80	Dallas, TX (1)	Tommy Walker
83	Richmond, VA (1)	
87	Jackson, MS (1)	W. C. (Willie) Smith
90	Calgary, Alb, CN (1)	
91	Anjou, Que, CN (1)	
94	Louisville, KY (1)	Fred Zuckerman

Conference

Teamsters Canada (1)
 Illinois Conference of
 Teamsters (1)
 Kentucky-West Virginia
 Conf of Teamsters (1)
 Missouri-Kansas-Nebraska
 Conf of Teamsters (1)
 Ohio Conf of Teamsters (1)
 Pennsylvania Conf
 of Teamsters (1)

Delegates

Colvin "John" Bolton

 Roger Insprucker

 Gary Pedicone

Officers

Delegates

James P. Hoffa, General President
 Jack Cipriani, Vice President
 Walt Lytle, Vice President
 Doty Malinsky, Vice President
 Henry Perry, Trustee
 Edward Rodziewicz, BLET
 Freddie Simpson, BMWED
 Les Singer, Vice President
 John Steger, Trustee
 George Tedeschi, GCC
 Phil Young, Vice President
 Garnet Zimmerman, Vice President

(Applause)

GENERAL PRESIDENT HOFFA: Next we want the co-chairmen of the Rules Committee, Charlie Burns and Stanley Hennessy, to give their report.

REPORT OF THE RULES COMMITTEE

COMMITTEE CO-CHAIRPERSON
 BURNS: General President Hoffa, General Secretary-Treasurer Keegel, officers of the Executive Board and my brothers and sisters: The Rules Committee for the 27th International

Convention submits the following rules and unanimously recommends adoption and enforcement for the duration of the 27th International Convention.

The rules recommended by the committee for this convention are substantially the same as those adopted at the 26th International Convention. They have been amended to reflect the changes that the Election Supervisor rules that are applicable to this convention.

In addition, in order to clarify the convention speaking procedure, the delegates are directed to Rule 16, which is amended to provide that the delegates proposing or supporting a constitutional amendment which is not recommended by the committee are to take the odd-numbered microphones, and delegates opposing such an amendment shall speak from the even-numbered microphones.

Lastly, I would like to thank my Committee Co-Chairs Karen Langford, Stan Hennessy and all the members of the committee for their participation in this process.

Mr. Chairman, I recommend adoption.

GENERAL PRESIDENT HOFFA: The Chair recognizes mike 2.

DELEGATE KENNETH PAIGE, IBT Local 891, Jackson, MS: Mr. President, move that we suspend the reading of the Rules Committee and that they be adopted as read.

GENERAL PRESIDENT HOFFA: Okay. There's a motion to waive the reading. Is there a second?

...The motion was seconded by several unidentified delegates.

GENERAL PRESIDENT HOFFA: There being a motion and a second — somebody else at mike 2?

DELEGATE TERRY SELL, IBT Local 299, Detroit, MI: Thank you, Mr. President. I'm secretary-treasurer of Local 299, home of James R. Hoffa, Detroit, Michigan. I second that motion.

GENERAL PRESIDENT HOFFA: All right.

FIRST DAY—MORNING SESSION

We have a motion and a second to suspend the reading of the Rules. Now, all those in favor of suspending the reading, signify by saying aye.

Anybody opposed?

They are waived. Thank you. Very good.

Now we want a motion to adopt the rules. Do we have a motion to adopt the rules?

...The motion was made by several unidentified delegates.

GENERAL PRESIDENT HOFFA: We have a motion. Do we have a second to adopt the rules.

...The motion was seconded by several unidentified delegates.

GENERAL PRESIDENT HOFFA: Okay. There having been a motion and a second, any discussion?

All those in favor of adopting the Rules, signify by saying aye.

Anybody opposed?

They are adopted.

There is one thing that I wanted to say from the election officer. He was concerned that there might have been some confusion with regard to the voting as contained in the Rules. Just so everybody knows what's going on, on Tuesday, which is tomorrow, June 27th, 2006, regional vice presidents and trustees will be nominated and voted on. Do you have that? Regional vice presidents, and trustees tomorrow.

And on Wednesday, June 28th, we will nominate and elect — or not elect, but basically nominate vice presidents at-large. This is because the rules were a little bit confusing, we wanted to make sure you have that, and I wanted to do that for the election officer.

Okay. I want to clarify two things. There are only two changes in the rules.

The first is the switching of the at-large vice presidents and regional vice presidents nomination days. Now, regional vice presidents nominations will be on Tuesday, along with trustees, and at-large nominations will be on Wednesday.

This change was done by the election officer to give people enough time to fill in any candidates that they wanted to nominate on those days, and I'm sure it will work out real well.

In some of your agendas there has been a mistake in the published schedule that you received, and this is why we're making sure that you have this notice regarding these people.

The second change is on the placement of the mikes. At the last convention there was some confusion as to which mike was pro and which mike was con. At this convention, all statements in support of amendments and resolutions recommended by the committees will take place at even-numbered mikes. All amendments from the floor and all statements opposing resolutions or amendments that are recommended by our committees for adoption will take place at the odd-numbered microphones.

So, for example, if you are speaking in favor of an amendment to the Constitution — it has been recommended by the Constitution Committee — you will speak from an even-numbered mike. If you are speaking in favor of an amendment that has not been recommended by the Constitution Committee but it is offered from the floor, you will speak from an odd mike.

If you rise in support of an amendment that was not recommended by the Constitution Committee, you will speak from an odd microphone.

If you speak against an amendment that had not been recommended by the Constitution Committee, you will speak from an even microphone.

All those in favor of the motion, signify by saying aye.

Anybody opposed?

The Rules are adopted.

...The following Rules were adopted by the convention:

**REPORT TO THE TEAMSTERS
CONVENTION BY THE RULES
COMMITTEE**

INTRODUCTION

The Rules Committee submits the following rules and unanimously recommends that these rules be adopted and enforced for the 27th International Convention. The rules for this Convention are substantively the same as the rules adopted by the 26th International Convention and have been amended to reflect the changes in the Election Supervisor Rules applicable to this Convention.

In addition, in order to clarify Convention speaking procedure, the delegates are directed to Rule 16, which is amended to provide that delegates proposing or supporting any Constitutional amendment which is not recommended by the Constitution Committee speak from odd-numbered microphones, and delegates opposing such amendment shall speak from even-numbered microphones.

**IBT 27TH INTERNATIONAL
CONVENTION 2006 CONVENTION
RULES**

Rule 1. The General President of the International Union shall be the Permanent Chairman of the Convention; he may designate a Temporary Chairman to open the Convention. He may delegate all or any part of his duties as Chairman during all or any part of any session to suit his convenience. The Permanent Chairman may appoint a Parliamentarian to whom all disputed questions of procedure shall be referred. The Parliamentarian's decision, if adopted by the Chairman, shall become the ruling of the Chairman. The Permanent Chairman shall determine the order of Convention business.

Rule 2. The Convention shall be called to order at 9:00 a.m., adjourn at 12:00 noon,

reassemble at 2:00 p.m., and adjourn at 5:00 p.m. each day. The Chairman may extend the length of session time, if he deems it necessary to conduct Convention business, by changing the foregoing scheduled times for call to order, reassembly and adjournment.

Night sessions shall be held when recommended by the General Executive Board, in order to expedite the work of the Convention; when such night sessions are held, they shall be for such period of time as the General Executive Board may determine. On the second, third, or fourth days of the Convention, no night session shall be called to order prior to 8:30 p.m.

Each of the morning, afternoon, and night sessions shall constitute separate sessions of the Convention.

Rule 3. The first order of business during the morning session of the first day of the Convention shall be the adoption of the Report of the Credentials Committee.

Rule 4. The second order of business during the morning session of the first day of the Convention shall be the adoption of the Report of the Rules Committee.

Rule 5. The first order of business during the afternoon session of the first day of the Convention shall be the consideration of the initial Report of the Constitution Committee.

Rule 6. An order of business during the morning session of the second day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates, of candidates for the Regional International Vice President positions.

Rule 7. An order of business during the morning session of the second day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates,

FIRST DAY—MORNING SESSION

of candidates for the three (3) International Trustee positions.

Rule 8. Immediately following the adjournment of the afternoon session of the second day of the Convention, delegates credentialed by the Election Supervisor shall, by secret ballot, vote to nominate candidates to run for Regional International Vice President positions and the three (3) International Trustee positions from those receiving and accepting floor nominations during the morning session of the second day of the Convention.

Rule 9. An order of business during the morning session of the third day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates, of candidates for the At-Large International Vice President positions.

Rule 10. Immediately following the adjournment of the afternoon session of the third day of the Convention, delegates credentialed by the Election Supervisor shall, by secret ballot, vote to nominate candidates for the At-Large Vice President positions from those receiving and accepting floor nominations during the morning session of the third day of the Convention.

Rule 11. An order of business during the morning session of the fourth day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates, of candidates for the General President position.

Rule 12. The next order of business after the nomination of the candidates for the General President position during the morning session of the fourth day of the Convention shall be the placement by credentialed delegates from the floor of the Convention into nomination, and the seconding of such nominations by credentialed delegates, of candidates for the General Secretary-Treasurer position.

Rule 13. Immediately following the adjournment of the afternoon session of the fourth day of the Convention, delegates credentialed by the Election Supervisor shall, by secret ballot, vote to nominate candidates to run for the General President and General Secretary-Treasurer positions from those receiving and accepting floor nominations during the morning session of the fourth day of the Convention.

Rule 14. An order of business during the morning session of the fifth day of the Convention shall be the acceptance by candidates for General Secretary-Treasurer and General President of nominations resulting from the secret ballot nomination votes. The acceptance by candidates for General President will occur first, followed by acceptance by candidates for General Secretary-Treasurer. The order will be determined by the number of votes received, with the candidate receiving the highest number of votes speaking first.

Rule 15. No motion to adjourn shall be entertained by the Chair between the hours stated in Rule 2, while there is any business upon which the Convention can act or while the nominations provided for in Rules 6, 7, 9, 11, and 12 are in progress. No motion to adjourn the Convention sine die shall be entertained at any time prior to the certification by the Election Supervisor of the nomination of at least one (1) candidate for General President, one (1) candidate for General Secretary-Treasurer, one (1) candidate for each of the constitutionally mandated At - Large International Vice President positions, one (1) candidate for each of the Regional International Vice President positions and three (3) candidates for International Trustee.

Rule 16. Each delegate who rises to speak shall respectfully address the Chair, shall announce his or her name and the number of the delegate's subordinate body affiliation, shall speak not more than two (2) minutes and shall confine his or her remarks to the question under

FIRST DAY—MORNING SESSION

debate. The Chair will designate multiple microphones for delegates who rise to speak. Even-numbered microphones shall be used by delegates speaking in favor (pro) of a question under debate, and odd - numbered microphones shall be used by delegates speaking against (con) a question under debate.

In the event an amendment not recommended by the Constitution Committee is proposed by a delegate, the delegate proposing the amendment and those supporting the amendment shall use odd-numbered microphones. Those opposing the amendment shall speak from even-numbered microphones.

The following shall apply to nomination, seconding and acceptance speeches. Candidates for General President, General Secretary-Treasurer, International Vice President and International Trustee shall be limited to a single nominator and a single seconder. A delegate nominating a candidate for International Vice President or International Trustee shall not speak for more than two (2) minutes and a delegate seconding a nomination for those offices shall not speak for more than one (1) minute. A delegate nominating a candidate for General President or General Secretary-Treasurer shall not speak for more than five (5) minutes and a delegate seconding a nomination for those offices shall not speak for more than two (2) minutes. A member nominating or seconding a candidate may state that the candidate is being nominated, or that the candidate's nomination is being seconded, as a member of a slate and may identify such slate by name. Those candidates successfully nominated by secret ballot voting for the office of General President may address the Convention for no more than twelve (12) minutes; those candidates successfully nominated for the office of General Secretary-Treasurer may address the Convention for no more than eight (8) minutes.

Candidates for General President and General Secretary-Treasurer may pool their time.

Candidates for General President or General Secretary-Treasurer may also yield time to successfully nominated candidates for International Vice President or Trustee aligned with them, provided that such time be yielded in blocks no smaller than four (4) minutes. Any candidates intending to pool their time or yield time to other aligned, successfully nominated candidates must inform the Election Supervisor no later than 4:00 p.m. on the fourth day of the Convention. Aligned nominated candidates who combine their acceptance speeches may make their presentations before the acceptance speeches of nominated candidates for General President who do not combine their time. If two or more groups of aligned candidates determine to pool their time, the order of presentation will be determined by lot drawing at 8:00 a.m. on the fifth day of the Convention.

Rule 17. Should two or more delegates rise to speak at the same time, the Chair shall decide who is entitled to the floor, and his decision shall be final. However, during the nominating sessions, the Chair shall recognize the nominator and seconder(s) pre designated by a candidate, if the candidate has chosen to do so.

Rule 18. No delegate shall interrupt another while speaking, unless to call the delegate holding the floor to a point of order through the Chair. The delegate speaking shall, at the request of the Chair, be seated until the question of order is decided. If permitted, the delegate having the floor may proceed.

Rule 19. A delegate shall not speak more than once on the same subject or question, unless by unanimous consent of the Convention. This rule shall not apply to Chairpersons of Committees. They shall be allowed the privilege of speaking last on the question.

Rule 20. The following motions shall have precedence in the following order: First, to adjourn; second, to close debate; third, to lay on the table; fourth, to postpone indefinitely; fifth,

FIRST DAY—MORNING SESSION

to postpone to a definite time; sixth, to refer; seventh, to amend. The first three shall be decided without debate.

Rule 21. A motion shall not be subject to debate until it is seconded and stated from the Chair.

Rule 22. If proper motion to amend a motion has been made, the question on the amendment shall be put first; if more than one amendment has been offered, the question shall be put as follows: (1) Amendment to the amendment; (2) amendment; (3) original proposition.

Rule 23. When a question is postponed indefinitely, it shall not be called up again, except upon a majority vote of the delegates present and voting.

Rule 24. A motion to lay on the table shall be put without debate. The resolution or motion may be removed thereafter from the table only by a majority vote of the delegates present and voting.

Rule 25. A motion for reconsideration on any matter, except amendments to the Constitution, may be entertained only at the session during which the matter was considered, and then only if made by a delegate who voted with the majority. A majority vote of the delegates present and voting is required for reconsideration.

Rule 26. Any proposed amendments to the Constitution which have not been submitted to the Constitution Committee shall be submitted to the Chairman or his designee at the designated Convention Office after adjournment of sessions each day, not later than 10:00 a.m. of the day preceding the day when such amendment is eligible for consideration. All such amendments shall be referred to the Constitution Committee for review in accordance with the rules of procedure under which the Committee has been operating.

Amendments previously submitted to the Constitution Committee, but not printed with

the recommended changes by the Committee, may be presented from the floor as amendments to the recommendations of the Committee, or as substitutes for the Committee's recommendations, and considered by the delegates in accordance with the rules of order. Amendments to sections and articles that have been acted upon by the Convention shall not be reconsidered by the Convention, except upon two-thirds vote of the delegates present and voting for such reconsideration, at that session during which the section or article was acted on.

Rule 27. In the event of the inability of any delegate to attend the sessions on any day of the Convention, an alternate delegate credentialed by the Election Supervisor shall substitute in the order provided for in Article II, 13(b) of the Rules for the 2005-2006 IBT International Union Delegate and Officer Election ("Election Rules").

Rule 28. A motion to close debate, if supported by a majority vote of the delegates present and voting, shall be sufficient to put the motion or subject to a vote without further debate.

Rule 29. All resolutions must be presented in duplicate form, bearing the name of the delegate and the subordinate body affiliation, and presented to the General President, who shall assign them to the proper Committee. Such resolutions must be filed by no later than the end of the proceedings of the second day of the Convention. Afterward, it shall require the unanimous consent of the Resolutions Committee.

Rule 30. There shall be no roll call votes at the Convention.

Rule 31. When a yea or nay vote is being taken, or a standing vote, or a vote taken by show of hands, the Chair shall not vote, except when the vote is a tie. Only then shall the Chair cast the deciding vote.

Rule 32. If the Chair is in doubt on a voice

vote, or if a division of the house is called for by motion duly made, seconded, and supported by at least 200 delegates before the Convention has passed on to the next matter, the house shall divide as follows:

Those in the affirmative of the question shall first rise from their seats, and then those in the negative; if the Chair still doubts, or a count is requested by at least 200 delegates, and it appears to the Chair that such request is not frivolous, the Chair shall name tellers from each side of the question to count the delegates in the affirmative and negative. The tellers shall report to the Chair, who shall state the decision.

Rule 33. No motion or resolution shall be acted on without an opportunity being given to the delegate introducing it to speak on it, if the delegate requests. This privilege also applies to each Chair of a Committee.

Rule 34. If any delegate is called to order by the Chair, and refuses to obey such order, the delegate shall be excluded from that session, and may be excluded from all remaining sessions of the Convention, except that no delegate may be excluded from the nominating sessions on the second, third and fourth days of the Convention.

Rule 35. Any delegate using threatening or improper language or behavior on the floor of the Convention Hall shall be called to order by the Chair. Should a repetition of such action occur, the Chair shall request the delegate to leave the Hall, provided that no delegate shall be requested to leave the Hall during the nominating sessions on the second, third and fourth days of the Convention.

Rule 36. All delegates shall be allowed to vote in accordance with their consciences. Any person using intimidation, threats, or force in endeavoring to make a delegate vote contrary to

his or her wishes shall, if discovered, be prevented from voting on the question at issue, provided, however, that no delegate may be prevented from voting on the nominations of International Vice President, General President, General Secretary-Treasurer, or International Trustees. If the offense is repeated, the delegate shall be precluded from voting further in the Convention, provided, however, that no delegate may be prevented from voting on the nominations of International Vice President, General President, General Secretary-Treasurer, or International Trustees. Any delegate using indecent remarks, threatening language, etc. against a delegate who has voted on any question shall, upon sufficient proof being brought to the General Executive Board, be ejected from the Convention, provided, however, that no delegate may be prevented from attending the nominating sessions on the second, third, and fourth days of the Convention.

Rule 37. This Convention will be open to the Press, Radio and T.V., except when otherwise ordered or qualified by a session of the Convention, or by the Chairman. Guests, wearing official Convention badges shall be admitted to an area designated by the General President. Delegates, alternate delegates and guests shall be presented with badges by the General Secretary-Treasurer and shall at all times, when visiting the Convention, wear such badges as a mark of recognition.

Guest privileges may be revoked, and their continued presence and attendance prohibited, should they engage in loud or improper language, ignore requests to restore order, or seek to interfere in any way with the business of the Convention, including the nominations and seconds from the floor for International Vice President, General President, General Secretary-Treasurer, or International Trustees, or the voting on motions or resolutions.

Rule 38. Only delegates to whom credentials

FIRST DAY—MORNING SESSION

have been issued may remain on the floor of the Convention during the floor nomination of International Union Officers. Delegates who have not been issued credentials must leave the floor prior to the commencement of floor nominations.

This means that International Union officers and Joint Council Delegates who have not been elected as delegates from their local unions and issued delegate credentials must leave the floor prior to the commencement of floor nominations.

Rule 39. Each candidate for International Vice President, International Trustee, General President, and General Secretary-Treasurer must be nominated from the floor by a credentialed delegate to the Convention, and one (1) credentialed delegate must second the nomination from the floor.

Candidates must accept floor nominations at the time made or, if absent, by written acceptance filed with the Election Supervisor at least one day prior to such nomination. In accepting a floor nomination, a candidate may state that he/she is seeking nomination as a member of a slate and may identify it by name. This must be a statement of acceptance, not an acceptance speech. Candidates must accept nominations resulting from the secret ballot nomination voting in person during the morning session of the fifth day of the Convention or, if absent, by written acceptance previously filed with the Election Supervisor.

No candidate shall accept a floor nomination for both the General President and General Secretary-Treasurer positions. No candidate having been nominated to the office of Trustee may, thereafter, accept floor nomination or secret ballot nomination for any other International Union office. No candidate shall accept a floor nomination as a candidate for more than one (1) of the International Vice President positions. No candidate shall accept

nomination resulting from the secret ballot nomination vote for more than one (1) International Union Officer position.

All nominations, seconds of nominations and acceptances shall be made in accordance with the time limitations contained in Rule 16.

Any potential candidates should advise the Chair and the Election Supervisor, in writing, at the time of the lot drawing on June 25, 2006, of the delegate or delegates who will nominate and/or second such candidate's nomination.

Any potential candidates are strongly encouraged to notify the Election Supervisor of their intent well in advance of the Convention, so that the Election Supervisor can make all eligibility determinations in sufficient time, so as not to delay the nomination process at the Convention.

It is important that candidates notify the Election Supervisor of their intent to run by the time of the lottery on Sunday June 25, 2006, if they wish to participate in the drawing.

Rule 40. There shall be no use of mechanical or electronic voice amplification equipment in the Convention Hall or in the premises adjoining the same in connection with nominations, elections, or any other business which may come before the Convention.

Rule 41. All procedural rulings of the Chair, which are not successfully challenged during the session when made, shall become final and not subject to challenge after adjournment of the session.

Rule 42. A delegate from more than one subordinate body may cast only one vote on any issue before the Convention.

Rule 43. An appeal may be made from any decision of the Chair, but can be made only at the time the ruling is made. The appeal, if seconded, shall be put for voice vote only on the question: "Shall the decision of the Chair be sustained?"

Rule 44. These Rules may be suspended by a majority vote, or they may be amended or

rescinded by a two-thirds vote of the delegates seated, present, and voting at any session, provided, however, that no such suspension, amendment, or rescission may affect Rules 6, 7, 8, 9, 10, 11, 12, 13 or 14 or the provisions of Rule 15 concerning adjournment of the Convention sine die. No such suspension, amendment, or rescission shall affect any prior actions of the Convention.

GENERAL PRESIDENT HOFFA: The theme of this convention is to move the Teamsters Union forward, and that's just what we've been doing. The next group of members you will hear from are from Diamond Walnut of Teamsters Local 601 in Stockton, California, and they embody these very themes.

Five years ago at our last convention we passed a resolution in support of the Diamond Walnut workers who at that time were in their tenth year of a strike for a contract. Yes, the tenth year.

Victory at Diamond Walnut was finally won in March, 2005. It was won through solidarity and the blood, sweat and tears of the Teamster Local 601 members. It is important for all of us to document this tremendous struggle and celebrate this victory. Here now we will see a video that captures all of the things that happened in the great 13-year Diamond Walnut struggle. Let's look at the video.

...A video presentation on the Diamond Walnut struggle was shown to the delegation.

(Standing ovation)

BROTHER LUCIO REYES
Local 601

I'm proud to be a Teamster.

Thank you. Thank you, brothers and sisters. Gracias. Buenos dias, hermanos and hermanas. Good morning, brothers and sisters. I want to first thank God for helping us. He's been good to us. I want to thank my lovely wife.

(Applause)

I want to thank my son, who is a third generation Teamster, who is working here today.

And above all, it all started September 4th, 1991, when the workers at Diamond Walnut decided enough is enough, we're going to stand up and we're going to fight for our dignity, for our jobs and we will make it. And they believed in it, they believed so much that we struggled through the process.

We were there and we made this company gain the biggest profits of their history. We put them in the Fortune 500. But they didn't want to come to the table and negotiate decent wages and benefits for our people. Therefore, the company hired a union-busting firm which they spent \$12 million trying to bust us and get rid of us, but the will of the workers was greater than that. We had three recent elections, but the third election was the victory, and the other ones were thrown out because the company broke the law every time.

Strikers, they decided that they wanted to make a point. They wanted to show they can stand up and put up a good fight. We traveled together, we marched together, we got arrested together. We prayed together, and sometimes we did cry together.

We couldn't have done all this without the great support of the International Union. We couldn't have done this without the General President Jimmy Hoffa, who was there at the picket line with us, or Secretary-Treasurer Keegel or the vice presidents in our regions that were there, got arrested, negotiated with us.

I want to thank Randy Cammack, I want to thank Jim Santangelo, I want to thank Al Hobart. I want to thank also Chuck Mack who was there from the beginning.

Also Fred Gegare, who was the Food Processing Director who was an inspiration to all of us.

At the end, with the votes, the strikers, there were not enough. The replacement workers

were 20 times more than our people. Guess what happened? The army from the Organizing Department, Manny Valenzuela teamed up with us and put the biggest fight in history. And we won! We won that election for all of you!

(Applause)

We won a contract for five years, full benefits to all our people, wage increases every year of the contract, training for forklift driving for our people, English class as a second language and paid by the employer. We got the DRIVE language, leave of absence for union business, where people can come and organize and help us to organize.

We also have the most important part, and the biggest struggle was to get our people with full seniority back to work with restoration of all their benefits, which we did.

(Applause)

But I couldn't have done it without all of you delegates here. The last election I was here asking for help. And I didn't know if I was going to get it after ten years on the picket line. But every one of you stood up with us, you opened your hearts, you opened your wallets, and you helped us to boycott and march with us.

This is a victory for all of us. I want to thank you from the bottom of my heart.

(Standing ovation)

I have here with me two of those strikers that started with me from beginning to end, and today they're still working at Diamond Walnut because not only did we win that strike for 750 people, but right now we're working very hard and diligent to make the company grow since the Teamsters are back.

By next year, I'm proud to report to you, we will have 1,000 regulars and 1,000 seasonals. There was only 750; we gained 1,250 new members thanks to the Organizing Department.

(Applause)

I want to introduce to you today right now Maria Vallegos who is going to talk to you. She

is an inspiration to me and to all the strikers. Maria.

(Applause)

SISTER MARIA VALLEGOS Local 601

Thank you. Good morning to all of you. My name is Maria Lourdes Vallegos. I'm from Stockton, California, Local 601. I also am one of the strikers from Diamond Walnut.

We were in the strike for 14 years. Last year in March, we got our chance to win back again. I was delighted to bring our union back to Diamond Walnut.

I would like to thank all the Teamster unions for all the support and the help we got. We got the union back, and it wasn't about the strikers anymore, it was about the new workers as well.

The majority of the new workers that work at the company, they also wanted the union back because the company, they withheld benefits, the vacations, the holiday pays, and they were very angry. I remember having people coming up to me asking me about the union, and I told them, "Anything you wanted to know, to go to the unions and ask," see for themselves and ask questions, any question they had. Some were scared. They didn't want to lose their jobs. If the company found out they were going to our meetings, they would probably lose their jobs. That was their belief, not ours.

Thanks to Mr. Hoffa, the Secretary-Treasurer Lucio Reyes, and all of you, thanks for your support. And all the people that were there in the mornings passing out fliers and information about the union, they were there for us a hundred percent. I remember telling my co-workers, "We've got respect. Nobody's going to take that away from me."

(Applause)

I want to tell all of my brothers and sisters, in the name of the strikers and in the name of the Diamond Walnut workers, because of your sup-

port, our strike is over. Because of you, because you believe in us. And now, it feels so good going back to work because we've got the union back. Thank you, and God bless you.

(Standing ovation)

BROTHER REYES: We want to salute our General President Hoffa. We want to give him a hug. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: American workers understand the power of standing together, and Teamsters understand the need to grow through organizing. By putting our union's most valuable resources, our members, on the front lines in our organizing efforts, we are meeting with tremendous success.

One example of how our organizing efforts are paying off are the workers at Quebecor World, the second-largest commercial printing company. With the power of the Teamsters Union behind them, Quebecor workers have been successful in pressuring the company into signing a card-check agreement. Thousands of members strong, the IBT's Graphic Communication Conference is facilitating the efforts of Quebecor workers across the United States to form their own unions.

Withstanding a vicious anti-union campaign by the company, Quebecor workers are determined to make sure that their desire to move forward happens. Workers in Fernley, Nevada, and Versailles, Kentucky, have successfully won Teamster-representation elections by overcoming an illegal, anti-union campaign by the company. Our Quebecor campaign is a global effort, supported by a network of international unions, the International Federation of Unions, that represents Quebecor workers in 16 countries.

The Quebecor unionization campaign continues. The following video illustrates the struggle of Quebecor workers for a union and making sure that they get the right contract.

Let's roll the video.

...A video presentation regarding the Quebecor campaign was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: It gives me great pleasure to introduce to you local union president, Teamsters Local 41-M, Dennis Fornier, from Montreal, Canada.

(Applause)

BROTHER DENNIS FORNIER Local 41-M

My name is Dennis Fornier. I am the secretary-treasurer of Local 41-M in Montreal. We have a lot of negotiations with Quebecor. Quebecor is the largest printer in the world, and they have many printing plants.

I was part of an international delegation that went to Brazil to help the Quebecor workers try to get union recognitions by the company, a safer workplace and an end to the company's intimidation tactics.

They organized a half-a-day strike at the plant. During that strike the management called in union representatives and we did have some of the union's demands or the union's issues resolved by the company. It all shows that the support of the Teamsters into this program of putting pressure onto Quebecor is important.

But we don't only have trouble in Brazil, there is trouble in Canada, and particularly in Montreal where Quebecor has their head office. We have a strike right now since June the 4th against the leading newspaper in Montreal, which is called "Le Journal de Montreal." The company is building a new plant and installing a new generation of printing presses. The problem we face in negotiations is that the company wants to reduce the manning on these presses from ten men that we have right now per press to two men per press. This is totally unacceptable to us, and it would eventually put our members at risk.

Since the beginning of the strike, the company has fired 44 of our members. The company claims, when we walked out — the company claims that some damage was done on the press and fired everybody that was there that night and the previous night just in case.

This is clearly an attack on the solidarity of our more members. But I can tell you, they are not going to achieve their goal. Our members are strong and determined to win a fair collective agreement with Quebecor.

(Applause)

This is an important issue for us and to our conference, because those new generation of presses will be implemented in many other places across North America, and the company will probably try to get some concessions in Montreal and apply this all over the place.

So by ending, I would like to thank all of our brothers and sisters from the Teamsters Union and to their support into our strike in Montreal. Thank you.

(Applause)

BROTHER ISAAC BROOKS
Graphic Communications Conference

Hello. My name is Isaac Brooks and I work at the Quebecor plant in Fernley, Nevada. I've been an ink-and-roll tender for about four years and a utility worker for about two years before that. This is my first-ever experience with the union, though my family has been in pretty much every union you can think of — Steelworkers, Culinary, Housekeeping, things like that.

When the union first came in, I was pretty scared. I listened to the lies and statements that the company told me and a few of my co-workers. But after I talked to a few of my organizers, Marty Keegan, George Perez, Bert Haft and a few other volunteers from the plant came out, they changed my mind.

Also, a few of my co-workers were hurt. We

had one guy actually lose a leg on one of the presses. What they did to him was just wrong. They screwed around with him for a couple years, and about a year ago I think he finally got his settlement.

I think with the backing that you all have and the strength that you all show here, I know that we're going to get our contract and we're going to be a strong union. We just finished up our negotiations for this month the past week, and I think we signed off a few important things.

I think it's an honor and privilege to stand here before you all and speak. That's pretty much all I have to say. Thank you very much.

(Applause)

BROTHER BARRY BRYANT
Local 527-M

Good morning, brothers and sisters. The reason I'm standing up here, I'm Barry Bryant, president of Local 527-M in Jonesboro, Arkansas. But not only this, I'm also one of knows Quebecor World workers to face these struggles we do every day.

Back in January we had a global day of action, and I was fortunate enough to be asked, along with Brother Denny from Canada, to travel to Recife, Brazil. We got down there. Once we finally arrived and met with a lot of the employees there, these brothers and sisters in labor — and I'm really trying not to choke up here, guys. The work conditions there in the Recife, Brazil plant were some of the worst that I had personally ever heard of. Knowing that some of these brothers and sisters were losing fingers and limbs, and a young temporary man had his face caught inside a press just shortly before we got there — but this is due to their lack of adequate training.

They've got outdated machinery that comes out of here. They don't get the training. And then management is forcing them to run the

machines at a faster pace than what they're actually designed for.

But due to that little one-day strike, and actions all the way around the world here at Quebecor, management at that Quebecor Recife plant, they recognized the union that day and they released union dues that was owed back to our brothers and sisters there inside Recife, Brazil.

They also agreed to address the health and safety issues. But being the greedy son-of-a-bitches that they are —

(Applause)

— they're trying to renege at this time. Brother Iraquiton da Silva, who was the General Secretary for the graphical union there in Brazil, he could not believe that people from far away as Canada, United States, Chile, Argentina, would show up there in Recife, Brazil, to give them brothers a helping hand.

Communications were tough, though. But the one thing that we know as the International Brotherhood of Teamsters is that labor can break all barriers. There's nothing left to be said on that.

(Applause)

We all face the same struggles. Some of us more than others. But knowing that the International Brotherhood of Teamsters have accepted us and are willing to back us in this fight, solidarity is going to raise up. We'll stand as one. And we're moving and growing together. Thank you very much.

(Standing ovation)

SISTER PHILICIA MOORE
Graphic Communications Conference

Good morning. My name is Philicia Moore, and I am out of the Olive Branch facility where, as you saw in the previous video, that mock lynching happened. I joined our fight there for a union about a year or so ago. When I joined that fight, it was to help my co-workers out, because

at the time I had had no bad experiences with management there.

Since then things have gotten a little rocky. Earlier this year I had a car accident that required me to be off work about a week and a half. When I called my manager about my options for being off work, he told me my only option was vacation time. So here it is the end of June, ladies and gentlemen, and I only have one vacation day left. I couldn't think of a better way to burn that day than to be here today.

(Applause)

So since that day, we've also had that mock lynching to happen. Since then management has issued several letters to us. They've said that they've had several internal investigations and that no evidence has come forward that this ever happened. So they say that we union supporters created this whole thing in our minds to destroy their image with their customers, their suppliers and the community. Yet they fail to see how they're destroying the image with their employees. They don't care. It matters not one bit to them.

So I'm here today for your support so that I can take every bit of enthusiasm that I've soaked up here in Las Vegas back to Olive Branch to my co-workers to let them know that Teamsters and Graphic Communications are behind us 100 percent. I hope that the next time you convene in Las Vegas, Nevada, I can bring my co-workers here and we'll be delegates and organizers and everything else that you guys are here today. Thank you so much.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you for the tremendous work you're doing to organize the workers at Quebecor and to improve their lives.

I now call on the Resolutions Committee co-chairs, Frank Biekx and Ernie Soehl, to the podium for a partial resolution report on No. 25, "Organizing at Quebecor." That appears on page 57 of the Resolutions Committee Report.

Page 57.

REPORT OF THE RESOLUTIONS COMMITTEE

...Committee Chairperson Biekx read the following:

ORGANIZING AT QUEBECOR WORLD

WHEREAS, Quebecor World, Inc. is the second-largest publicly traded printing company in the world, printing everything from Sports Illustrated and other magazines to retail catalogues to books and employing over 22,000 North American workers; and

WHEREAS, the Graphic Communications International Union and the Teamsters officially joined forces on January 1, 2005, bringing 60,000 members into the Teamster family, - - - 7,000 of whom work at Quebecor; and

WHEREAS, the merger led to the formation of the Graphic Communications Conference of the International Brotherhood of Teamsters (GCC/IBT); and

WHEREAS, in 2005, after a lengthy campaign waged by the labor movement, Quebecor signed an historic neutrality agreement with the GCC/IBT in which the Company pledged not to interfere with or oppose employees' efforts to organize; and

WHEREAS, in four separate elections, Quebecor blatantly violated this agreement, including behavior during the election campaign in Covington, TN, that led an impartial arbitrator to rule that the company "engaged in a systematic campaign to convince its employees of the risks and futility of unionization;" and

WHEREAS, Quebecor is showing its greed in negotiations over contracts that cover plants in Tennessee, Illinois, and Georgia, and other states, in which the company is attempting to cut staffing on dangerous machines; diminish the importance of seniority, and win the right to unilaterally change health care rates and benefits at any time; and

WHEREAS, the company does not take ade-

quate safety precautions, leading the U.S. Occupational Safety and Health Administration to find more than twice as many health and safety violations at Quebecor than at its main competitor, and there have been two deaths in the company's plants since 2002; and

WHEREAS, Canadian workers have also had to fight back against Quebecor Inc.'s drive to put profits ahead of safety, as when workers at Quebecor Media's *Journal de Montreal* were forced to strike against management's plan to cut staffing on presses by 80% and place worker safety at risk; and

WHEREAS, Quebecor workers across the U.S. with support from their Teamster brothers and sisters, are fighting back, coordinating their bargaining between many different locals to win a strong contract for all, building a strong workplace network to keep all members involved in the fight, holding workplace actions to support organizing, and approaching customers to spread the word about conditions at the company; and

WHEREAS, nearly 100 member organizers have played a major role in the campaign, doing house calls to unorganized workers, planning gate actions, providing testimonials, and signing petitions; and

WHEREAS, Quebecor workers showed their global solidarity in protests in January that stretched from Brazil, to Argentina, to France, to Chile, that demanded safe working conditions, the right to organize across the globe, and that the company live up to its promise to sign a global labor standards agreement;

NOW, THEREFORE BE IT RESOLVED THAT, the Graphic Communications Conference and the International Brotherhood of Teamsters are fully behind the campaign to organize workers at Quebecor for as long as it takes; and

BE IT FURTHER RESOLVED THAT, the Conference and the Teamsters will not stand by while companies break promises and commitments in the U.S., Canada, and around the world; and

BE IT FURTHER RESOLVED THAT, the Conference and the Teamsters support the efforts of GCC Locals to coordinate their bargaining with the company, so locals cannot be played off one another and a stronger contract can be won for all members at the company; and

FINALLY, BE IT RESOLVED THAT, the Conference and the Teamsters recognize the difficulty of organizing Quebecor through the conventional NLRB process, and we therefore need to use all of our combined GCC and Teamster power to wage a strategic campaign that puts the greatest possible pressure on the company to win fair treatment, organizing rights, and good contracts for workers.

GENERAL PRESIDENT HOFFA: Mike 2.

GCC PRESIDENT TEDESCHI: I'm president of the Graphic Communications Conference of Teamsters. I'm proud to be here as a Teamster and even prouder to be here as a Hoffa-Keegel supporter.

(Applause)

More and more we see corporations in the United States and Canada buying up smaller companies, creating huge conglomerates. These corporations then squeeze the workers by reducing pensions, health care, full-time workers and wages. The only effective way for us to counter this is to fight back on a national and in some cases global levels and campaigns.

We must show these corporations such as Quebecor World that the union will stand up for our members. The Graphic Communications Conference started fighting this battle over three years ago. We started before we joined the Teamsters Union last year. And now as Teamsters, with your power and resources, we have progressed by already organizing over 500 Quebecor workers.

This fight can and will be won, helping the more than 7,000 present GCC Teamster members. We will not back down and I ask you on behalf of the Graphic Communications Teamster workers to support and pass this resolution. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: I take that as a motion. Do we have a second?

...The motion was seconded by several unidentified delegates.

GENERAL PRESIDENT HOFFA: I hear a second.

All those in favor of the Quebecor resolution, signify by saying aye.

Anybody opposed?

It is adopted.

(Applause)

We'd like to take a moment to recognize some of our retirees in the hall. Former General Executive Board Member John Rabine.

(Applause)

Don West, Ed Lawson and Ben Leal.

(Applause)

Former IBT Chief Accountant Doug Heim.

(Applause)

Retiree Director Ed Scribner.

(Applause)

Former Carhaul Director Doc Conder.

(Applause)

Former president of the Ohio Conference, Harold Lew.

(Applause)

Former Joint Council 42 President, Mike Wylie.

(Applause)

Vinnie Murphy from the Brewery and Soft Drink Conference.

(Applause)

And Local 730's Eula Cleveland, let's hear it for her.

(Applause)

Let's hear it for all our retirees.

(Applause)

It's now lunchtime. Let's stand recessed until two o'clock. I'll see you then.

(At 12:22 p.m., the Convention recessed, to reconvene at 2:00 p.m.)



FIRST DAY MONDAY AFTERNOON SESSION

June 26, 2006

...The Convention was called to order at 2:12 p.m., General President Hoffa presiding.

...Greetings from celebrities were shown to the delegation, via video.

(Applause)

THE ANNOUNCER: Ladies and gentlemen, please welcome Teamsters General President, James P. Hoffa.

(Applause)

GENERAL PRESIDENT HOFFA: We're back. Hope you had a good lunch. Did you?

(Applause)

Okay. Well, we're going to start off this afternoon's session. We have a very special guest, a friend of ours who I've known for over ten years. He's a man who has really stood for Teamsters democracy. When we didn't have any friends, he was a friend of the Teamsters to make sure we had free and democratic elections. He has a lot of guts and he stood up for us.

He is my dear friend, Congressman Pete Hoekstra, from Michigan, who is head and

Chairman of the House Intelligence Committee.

Let's hear it for Pete Hoekstra.

(Standing ovation)

HONORABLE PETER HOEKSTRA

U.S. House of Representatives

(R) Michigan

Thanks, Jim. It is great to be with you today in Las Vegas. What an awesome crowd, and it's a privilege for me to be invited to spend a few minutes to talk with you.

Many of you may have forgotten, but the Teamsters and myself have a pretty unique history. It's 1996, I'm a relatively new member of the House of Representatives, and I'm bicycling through my district in the summer of that year. I get a phone call, and it's from a name that you maybe all know and in many cases you're maybe not that fond of, but in this case he was firmly aligned with the Teamsters.

He said, "Pete, you're Chairman on the House Committee on Oversight, and we need

FIRST DAY—AFTERNOON SESSION

you to do oversight of the Teamsters elections in 1996." A phone call from Newt Gingrich.

(A chorus of "Boos" from the delegation.)

But he was with you. And it's kind of like, "Hey, Newt, I think I've got a bad connection. You want me to do what?"

He says, "I need you to take a look and make sure that in this election the Teamsters have a fair election."

We not only had one election in 1996, but when, through the work of our committee it was identified that there were a number of issues with the first election, we helped make sure that you had a fair election and that you had a rerun election and a second election.

(Applause)

I think in many ways that's what started this union back on to the road to recovery, a road that has been extensively monitored by the federal government, by the courts, the Justice Department, the Labor Department, and the International Review Board.

This process over almost 20 years has cost this union and its membership millions of dollars, directly and indirectly. Your union leadership has shown great patience and restraint in working with the International Review Board. Some would say it's essential that we develop a firm timeline for withdrawal of the IRB from the Brotherhood of Teamsters.

(Standing ovation)

That's not even the punch line. Let me be a little bit clearer. I've been saying this for the last five years. While this organization is not perfect, it has earned the right to be free from the onerous consent decree. The consent decree must be ended and it must be ended now.

(Standing ovation)

No entity in the United States of America should be under the control of the federal government for almost a generation. It is time to give this union back to its leadership, but more importantly, back to its membership.

(Applause)

This union deserves better treatment from the courts and it deserves better treatment from the current administration than it has received.

(Applause)

Now, I'm a conservative Republican from the state of Michigan. I just wanted to make sure that when we started off today we all recognize that there are things that bring us together and things that we can agree on and things that we need to work together on. We've established that. We've established that this consent decree has got to go.

And with that, I just really want to get back to a normal opening and say thank you and thank you to your leadership for allowing me to be here today. Your leadership in Washington has truly shown a unique ability to get things done. I can say from personal experience that on certain occasions we agree on some very important issues. And when we agree, I feel comfortable because I know I've got a lot of support, and together we can get some critical things done.

On other occasions I find that we may disagree. It makes me nervous, because if I'm in disagreement with the Teamsters, I know that it's going to make it more difficult for me to get done what I need to get done.

But the good thing about your leadership is its demonstrated ability to focus on what is important for America's workers. They're not tied to a particular political party or a particular partisan position. The leadership of this union is clearly demonstrating that it wants to be the voice of America's workers. And on an issue-by-issue basis it will look at what side it is going to take based on what is best for its membership and for what is best for America's workers. And that's what makes this union unique in Washington and which makes it more effective than almost any other organization. It is filling a huge vacuum in the political debate today. It's filling the vacuum by being the spokesperson for America's workers.

(Applause)

Let me just cover a few of the issues in Washington that we're working on and that we're working on together. A few years ago this union took a unique step under the leadership of your President, Jim Hoffa, and broke with a number of other unions by saying, "Drilling in a small little piece of Alaska is good for national security, it is good for America and it's good for America's workers, because it opens up the opportunity to create thousands of new jobs in America, many of which will be organized labor. We're going to support drilling in ANWR."

(Applause)

You recognized that from a national security standpoint. You took a look at it and you said, "For America's workers, for future generations, can we really be in a position where we import 60 percent of our oil from overseas?" We're not that nervous about importing oil from Canada and Mexico, our two largest suppliers. But after that, our suppliers become rather an ugly neighborhood — Venezuela, Saudi Arabia and Nigeria. You guys recognize 60 percent of our oil coming from overseas and coming from that type of a neighborhood is not a good place for America to be. We need to do something different.

You also said that for America's workers, if we can take the opportunity to drill in ANWR, to drill off the continental shelf, it's going to be a boom for our economy. All of that drilling and all of that infrastructure is going to create lots of jobs. If we can harness new opportunities and energy and start paying American farmers for their corn rather than Saudi Arabia for our oil, building new refineries, building nuclear power plants and making us more energy independent, means that we end up cycling those dollars through our economy rather than sending them outside of the United States.

(Applause)

Together, this union and this Congress can create new opportunities in an emerging field of energy that will improve our national security, create perhaps up to a million new jobs and secure America's future. These efforts help stabilize energy prices, make us more secure and grow our economy.

I've got another issue that we've worked together on, and you guys have been absolutely fantastic. We have a very unique process in the United States. It kind of reminds me of China. Each year, thousands of American workers lose their jobs because federal prison industries come in to government agencies and say, "You're looking at buying this commodity or this product? That's great. You're going to buy it with prison labor." I thought only in China would the government give preference to prison labor over workers in the private sector. But it's going on right here in the United States.

A few years ago federal prison industries was the fastest growing business in the office furniture industry, an industry that has three of the four largest companies headquartered in my district. Those companies were in decline as federal prison industries and their volume was skyrocketing.

With your help, hopefully this year every single government contract will be open to competitive bidding in the private sector so that American workers will actually be able to compete against American prisoners for government contracts. I think that's kind of a unique concept.

(Applause)

On a final note, a legislative note, we're also working with you on an issue that's important to many of you as truck drivers. Our understanding is that to get a hazardous material endorsement, you've got to go to a number of different places to get a permit and to have background checks. Under federal legislation, which I've cosponsored, we'll make sure that you can go to one

FIRST DAY—AFTERNOON SESSION

place, get one background check and make sure that that one background check will get you your hazardous material endorsement.

(Applause)

In Washington, we need to do the big things right and we need to get the little things right.

Let me move on to just two other issues. I'm firmly convinced that labor unions have a necessary role in America. American workers need a voice for equality and fairness. Organized labor can provide it and you may be the only ones that have the opportunity and the legitimacy to provide that voice for American labor.

I had dinner with a few of your executives last night, a few of your leaders, and we were talking about this. I think maybe the number that you heard earlier was close to 400, the number that I had heard was around 200 to 250. What is 250? 250 is the average income of a CEO versus a worker in their company. That is an obscene number that CEOs today are making on average 200 to 250 times the average income in their company. It is absolutely the wrong place for leadership in corporate America to be.

(Applause)

I have a company in my district that has just been badgered by the financial institutions, by financial analysts because it limited the amount that they were willing to pay their executives. They actually believed that by narrowing the gap between their executives and their employees, they would create a healthy business environment. The business analysts said in that kind of environment where you have narrowed that gap, you'll never be able to attract the kind of quality you need to run the company.

I totally disagree. I think that is the model of a successful business where people at the top and people at the bottom of an organization are closer together and they share the values and the visions for where that company needs to go. But what it also shows to you is how far we need to go in America to bring that back into reality of

equality and fairness between the top of an organization and the bottom of an organization.

I think part of the problem that you see today is that businesses in America are global businesses. They are run by global management teams that reward their shareholders, they reward their top management, but they do not have loyalty to their workers.

(Applause)

They're willing to move a production facility from the United States to China, to India, wherever, for the almighty dollar. American workers need someone to stand up for them to make sure that they are represented in corporate board rooms where there is no allegiance to workers and no allegiance to American workers.

I believe the Teamsters and the Teamster leadership have the opportunity to lead the Change to Win coalition to become the premier voice for American workers on key issues: Trade, health care, pensions, immigration, Social Security reform. In each of those issues, there needs to be a strong voice for American workers if we are to get a fair and equitable solution; and right now there is a vacuum and it needs to be filled. The challenge to you is to fill it and to represent America's workers. They need you.

(Applause)

On a personal note, Jim indicated that I chair the House Intelligence Committee. What that means is that my committee has the responsibility of overseeing all of our foreign intelligence capabilities, which puts me smack-dab in the middle of the war against radical Islam and the war against al Qaeda.

Just remember, this is a war we did not start. We talk a lot about 9/11, and that's a very important date in America's history. But you also need to take a look at 2/26, February 26, because on February 26 was the first time that America was attacked at the World Trade Centers. Six people were killed and a thousand

FIRST DAY—AFTERNOON SESSION

people were injured. But for almost a decade, until 9/11, we walked away from that threat and we ignored it. We have been under attack for more than a decade. And recent arrests in Toronto and Miami show that the threat is still there and that the threat is real.

Al Qaeda is an organization with no borders. They don't wear uniforms and they attack civilians at will. They attack civilians as a target of choice, not accident. They are adept at using the Internet, the media to win public opinion, to get converts and recruits.

Each and every day America is now taking the fight to terrorists so that they will not have a single safe haven to plan or prepare for their next attack against our homeland. It's an ongoing and difficult effort but, through persistence and patience, we will get to where we need to be. We need to win this war against radical Islam.

This is not the place to argue specific strategies as to how we're going to do this. We do need to have a vigorous debate about how to wage and win this war. It's probably the toughest war that we have ever been engaged in. And we have to do it in such a way that it is always fully supportive of our young men and women in uniform.

As part of that war, I offer my sincere appreciation to this union, to those of its members who have fought in the war, to those in this union and their families who have paid the ultimate price, and to all in this union who recognize that it is because of the sacrifice of others that we can have this discussion today.

Even though we have our differences, our love for and commitment to the United States of America means that we have much more in common than what separates us.

May God bless our troops. May God bless this union, your families. And may God bless America. Thank you very much for having me here today.

(Standing ovation)

DELEGATE TYSON JOHNSON, IBT Local 745, Dallas, TX: Mr. Chairman.

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE JOHNSON: Mr. Chairman, I would request a point of privilege, please, sir.

GENERAL PRESIDENT HOFFA: You have it.

DELEGATE JOHNSON: My name is Tyson Johnson, elected delegate on the Hoffa/Keegel 2000 slate from Dallas, Texas. I will do my best not to delay or belabor these proceedings.

But as many candidates have in the last several days submitted a CCER report to the election administrator, in reviewing Tom Leedham's CCER, I find a \$10,000 contribution to his legal and defense fund from a Joseph Coyne, managing partner in one of the most anti-union law firms in this country.

(A chorus of "Boos" from the delegation.)

If I could, I would direct to Mr. Leedham, "Give it back, Tom."

(Cheering and applause)

GENERAL PRESIDENT HOFFA: Settle down. Let's get back to order here. Those comments were out of order. All right. Let's move on here. Everybody calm down. We will have an orderly convention.

I want to thank Pete Hoekstra; he did a great job. It's always good seeing him.

REPORT OF THE CONSTITUTION COMMITTEE

GENERAL PRESIDENT HOFFA: Our next order of business will be a Partial Report of the Constitution Committee. We will be considering a package of Constitutional amendments that deal with mergers and with the recent mergers of three international unions into our union. We will be considering two amendments. The reason we are considering these amendments now is because that way people who intend to run will be able to conduct the work that they need

to do to get ready for the nominating process.

The first is an amendment to Article IV that will provide for the creation of two new at-large vice presidents to make room for representation for our newest partners.

The second amendment is to Article IX, Section 12, that codifies our commitment to recognize the autonomy of our newest partners.

I will call on the Reading Clerk Mark Sobczak to present the first proposed change from the Constitutional Committee amendment to Article IV, Section 1, to increase the number of at-large vice presidents by two.

Can we have that reading?

READING CLERK SOBCZAK: Thank you.

...Reading Clerk Sobczak presented the following:

ARTICLE IV
Officers, Delegates and Elections
International Officers

Section 1(a). The officers of the International Brotherhood of Teamsters shall consist of a General President, General Secretary-Treasurer (hereinafter referred to as Executive Officers), the President of Teamsters Canada, ~~twenty-one~~ (24) the number of other Vice Presidents-International Representatives (hereinafter referred to as Vice Presidents) calculated in accordance with Section (b) of this Article, and three (3) Trustees-International Representatives (hereinafter referred to as Trustees). The General President, the General Secretary-Treasurer, President of Teamsters Canada, and the ~~twenty-one~~ (24) other Vice Presidents provided for by Section (b) shall constitute the General Executive Board.

~~(b). There shall be four (4) regional Vice Presidents from the Eastern Region, five (5) from the Central Region, two (2) from the Southern Region, three (3) from the Western Region, and three (3) from Teamsters Canada,~~

~~one of whom shall also be President of Teamsters Canada, and five (5) Vice Presidents at Large.~~

~~(e).~~ (b). There shall be seven (7) Vice Presidents-at-Large. There shall also be Regional Vice Presidents from the Eastern Region, Central Region, Southern Region, Western Region, and Teamsters Canada. One of the Regional Vice Presidents from Teamsters Canada shall be President of Teams-ters Canada. Beginning with the 1996 election of International Union officers,
~~+~~ The number of Regional International Vice Presidents shall be determined on the basis that each Region shall be entitled to at least two (2) Regional Vice Presidents and one (1) additional Regional Vice President for each 100,000 members, or major fraction thereof, in excess of 200,000 members. The number of Regional Vice Presidents established by application of this subsection shall be in addition to the President of Teamsters Canada.

For purposes of determining the number of Vice Presidents from each Region, the General Secretary-Treasurer shall calculate the average membership of each Region for the two-year period ending in the month of September, preceding the Convention. Immediately upon making that determination, the General Secretary-Treasurer shall notify the Local Unions within each Region of the number of Regional Vice Presidents and shall publish such determination in the next issue of the International Teamster.

~~(d).~~ (c). The term of office of all International Union officers shall be five (5) years, or the interval between regular Conventions, whichever is the longer, and until their successor is qualified and sworn, subject however to the provisions of Article IX, Section 7.

GENERAL SECRETARY-TREASURER
KEEGEL: Mr. Chairman, the Constitution

FIRST DAY—AFTERNOON SESSION

Committee recommends adoption of this amendment; therefore, I move for adoption.

GENERAL PRESIDENT HOFFA: Do I have a second?

...The motion was seconded by several unidentified delegates.

GENERAL PRESIDENT HOFFA: Having heard a second —

DELEGATE FREDDIE SIMPSON, President BMW: I second, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Okay. We have a second. Anybody want to speak on the motion?

Okay. No one wants to speak on the motion, looking around.

All those in favor of the amendment, signify by saying aye.

Anybody opposed?

It does pass.

(Applause)

Very good.

I will now call on Reading Clerk Mark Sobczak to present the amendment to guarantee the integrity of our merger partners, Article IX, Section 12. Please read that, Mark.

...Reading Clerk Sobczak presented the following:

ARTICLE IX

Affiliations and Other Agreements

Section 12. The General Executive Board shall have full power and exclusive authority to enter into jurisdictional, no-raid, and mutual assistance agreements and arrangements with other labor organizations on behalf of the International Union for the purpose of effecting the absorption, amalgamation, merger, or affiliation of, or coordination with, other labor organizations with the International Union; and the General Executive Board shall have authority to take any and all action, without limitation, as it deems necessary to effectuate such authority.

The General Executive Board shall also have full power and exclusive authority to enter into agreements and arrangements on behalf of the International Union for the purpose of effectuating the affiliation of the International Union or its coordination with any other national or international organization or federation of labor organizations, committees, or multi-union conferences and also for the purpose of creating and/or participating in any federation of labor organizations.

Agreements entered into by the General Executive Board that effectuate the absorption, amalgamation, merger, or affiliation of another labor organization shall prevail and control over the provisions of this Constitution and shall not be subject to modification or nullification by subsequent action of any Convention. This paragraph shall not be construed to exempt any labor organization that is absorbed, amalgamated, merged, or affiliated with the International Union from any obligations imposed by law or by judicial decree.

GENERAL SECRETARY-TREASURER KEEGEL: Mr. Chairman, the Constitution Committee recommends adoption of this amendment. I move to adopt.

GENERAL PRESIDENT HOFFA: Do we have a second?

...The motion was seconded by several unidentified delegates.

GENERAL PRESIDENT HOFFA: Recognizing mike 2.

BMWED PRESIDENT FRED SIMPSON: Mr. Chairman, Lodge 671. Our members ratified these agreements by 76 percent of the membership. We only ask now that the delegates here validate those agreements. Thank you, sir. I second the motion.

GENERAL PRESIDENT HOFFA: Thank you. Anyone else?

FIRST DAY—AFTERNOON SESSION

No one going to the mike. Okay, George, Tedeschi, GCC.

GCC PRESIDENT GEORGE TEDESCHI: I rise in support of the resolution. I want to tell you that the GCC merger agreement gives us strong language protecting the GCC members. That merger agreement is, in fact, binding by both parties, the GCIU and the IBT.

I and my members ask you to approve the resolution before you. Everything in that merger agreement has been honored by General President Hoffa and General Secretary-Treasurer Keegel. We trust them and the Teamsters Union. Join with me and the rest of the newly-merged GCC members by voting yes for this resolution and I thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2, Don Hahs.

BLET PRESIDENT DON HAHS: I also rise to support this motion. As an example of what's covered by the merger agreements, BLET owns a building in downtown Cleveland. Commitments on the BLET building were made by IBT negotiators during our merger. We know that Teamsters don't welch on their commitments. I urge this body to pass these amendments and stand up for what both organizations agreed to. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Brother.

Any further discussion? I see none. It has been moved and seconded to accept the merger guarantee amendment. All those in favor, signify by saying aye.

Anybody opposed?

They are passed. That is our merger package. Thank you very much.

(Applause)

Mike 1?

DELEGATE LEEDHAM, IBT Local 206, Portland, OR: Mr. Chairman, I would like to —

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Brothers, we must have order.

DELEGATE LEEDHAM: Mr. Chairman, at the appropriate time — I would like to make an amendment to the preamble at the appropriate time, sir.

GENERAL PRESIDENT HOFFA: We're not there yet but we will do that when we get there.

(Shouts of "Sit down" from the delegation.)

GENERAL PRESIDENT HOFFA: Let's have some order, please. Please, let's have some order. Order. Let's settle down, guys.

We are increasing our strength and power by merging with unions in our core industries and by working closely with our union allies. Teamsters joined forces with UNITE HERE, the union representing textile, laundry, hotel and restaurant workers, to organize Cintas, the largest uniform provider in the country.

This historic initiative between the two great unions called "Uniform Justice" supports Cintas' workers efforts to form a union and to earn dignity, respect and a living wage on the job.

The following video tells us more about the struggle at Cintas and our campaign. Thank you, let's look at the video.

...A video presentation on the Cintas campaign was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Under this partnership agreement, drivers who deliver Cintas' products organize with the Teamsters, while workers in the laundry organize with UNITE/HERE. So far, "Uniform Justice" has succeeded in signing up new members while exposing the company's anti-union management and its discriminatory practices against women, African-American and Latino workers.

Here to tell us more about the "Uniform Justice" campaign is Edward Rolko from the Cintas facility in Newbury, Ohio.

(Applause)

BROTHER EDWARD ROLKO
Cintas Service Sales Representative

Thank you, General President Hoffa. My name is Edward Rolko, I've been a service sales representative at Cintas for the past ten years. I've been talking and working with organizers to form a union at our workplace.

Let me give you some of the reasons why we need to organize a union at Cintas. Now Cintas can and has withheld our pay even after we have performed the labor. They have cheated us on our overtime. I am one of over 1,000 workers who have signed on to an overtime lawsuit, and with the help of the Teamsters we will win the fight to regain the pay for the many hours that we have not been compensated for.

(Applause)

I knew I wanted to fight for this union because I, too, grew up in a family with union values. My dad, who is a retired Teamster, Local 507, I seen how well the Teamsters have taken care of him. With job security, he was able to give us a secure lifestyle. He's been able to enjoy his retirement. He's been retired for the last 17 years. He doesn't have to worry about going out and getting a part-time job. And he will be 81 this Saturday.

(Applause)

In conclusion, I want to thank all the supporters, the organizers and members in Ohio have shown us in our efforts to form a union, and I especially want to thank Jim Kelleboury — and I hope I pronounce that correctly — for all his help in our fight in the overtime lawsuit. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Eddie, for the insight into the "Uniform Justice" campaign.

The next video illustrates what Ed and his co-workers are going through at Cintas. Roll the video.

...A video presentation entitled "Exposing Cintas" was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you. We are now ramping up the Uniform Justice campaign. It gives me great pleasure to introduce a dynamic, fiery leader of our partner in the Cintas campaign, president of UNITE/HERE, Bruce Raynor. I met Bruce Raynor a few years ago and have always been impressed with his vision, his energy and his drive and, most of all, the fact that he cares so much about working people.

When he approached me about joining forces to organize Cintas, I saw it not only as an opportunity to improve the lives of Cintas workers, but also to break into ground the way the unions work together towards a common goal. Today I'm happy to say that Bruce and I sit on the leadership council of the Change to Win Federation. Our decisions to cooperate on Cintas several years ago helped pave the way for the formation of the entirely new labor federation that puts America workers and organizing first.

Please welcome a dear friend of mine and a dear friend of all workers, Bruce Raynor, president of UNITE/HERE.

(Standing ovation)

BRUCE RAYNOR
President, UNITE/HERE

Thank you, Jim. It is an honor and a privilege to attend the convention of the International Brotherhood of Teamsters, one of the great unions on the North American continent. It's an honor and a privilege for my members, for us to be here.

(Applause)

On behalf of the workers who work in this hotel who are members of UNITE/HERE, 2100 of them, we want to welcome you to this hotel, a 100-percent union casino.

(Applause)

Our local union here in Las Vegas represents 60,000 workers who do the laundry, who wash

the dishes, who serve the drinks, who wait on the tables, who do the work that make these casinos what they are, and we are proud of them. We're proud that Las Vegas, Nevada, with the help of the Teamsters Union, UNITE/HERE, is America's best union town anywhere in this country.

(Applause)

I've got to tell you something about our union contract at this hotel. Our workers get good wages, but the contract allows for tipping.

(Laughter)

That means it's okay. If you want to reward the bartenders and the waiters and the housekeepers and the people that do the work with tips while you stay here, our members appreciate it. Have no fear, it is not a violation of our union contract.

(Laughter and applause)

On behalf of all the 450,000 members of UNITE/HERE in North America, we want to thank you and we want to thank the great president of your union, Jim Hoffa, who's my friend, my brother, a trusted friend and a trusted union brother. We want to thank him and your union for the tremendous solidarity you have shown the hard working men and women of UNITE/HERE in each and every fight we have had over the past five years. Jim Hoffa and the Teamsters Union, thank you and God bless you for your support.

(Applause)

Now, you know, it's dangerous in a convention where I've got a lot of friends — at least I hope and think that I do — to mention some of them, but I do some dangerous things. I spent 20 years in the South and I got to know Jack Cipriani and Local 391 in Greensboro, North Carolina. One hell of a fighting union. I'm proud to be associated with them.

(Applause)

And I'm proud to be associated with the men and women of the Teamsters. But, brothers and

sisters, you meet today and I come here today at a sad time in the history of our country, at a sad time for working people, because this morning, 28 million people went to work in our country, the richest country in the history of mankind, went to work — not stayed home — and will live in poverty after they get paid at the end of the week. 28 million people work their butts off for poverty in the richest country in the history of mankind, and that's a goddamn disgrace.

(Applause)

We live in a country that has a minimum wage of 5.15 an hour, the lowest it's been since the 1950s. Some people say we need to study the issue. Let me tell you what I think. I think we ought to pass a law that every member of Congress that is unwilling to approve a minimum wage of \$10 an hour has to live for one month with their children on 5.15 an hour, and we wouldn't have any problem changing the minimum wage in America.

(Standing ovation)

They don't know what it's like. These politicians don't know what it's like to work for a living.

The fact of the matter is income inequality is the No. 1 problem in America. People are not earning enough money to live. The rich are getting richer, the poor are getting poorer and the middle class in America is being eroded, and it's America's No. 1 problem.

Our administration has seen fit to pass tax cuts for the wealthy that make the problem worse. When Bush passed his tax cuts, the average millionaire got \$123,600 in a tax cut. The average worker who makes \$46,000 or less got 140 bucks, which is about as much as it takes to fill your car up in George Bush's America. That tax cut ought to go to the working people, not the millionaires. That's who works, that's who make this country work.

(Applause)

We have a situation where we pay the freight.

FIRST DAY—AFTERNOON SESSION

Everybody in this room pays taxes, we have no choice. Sixty percent of the companies in America pay no taxes. The CEO salaries are off the charts. Their money would make the pharaohs in ancient Egypt blush with the amount of wealth that has accumulated in the hands of very few people.

Take a guy — oh, just to think of a CEO, the name of Fred Smith, the CEO of Fed Ex. He paid himself \$16,876,419. He needed that extra \$19.

(Laughter)

But then, of course, that's not enough, just his paycheck. He's got stock options worth \$131,568,805. Fred Smith has taken all for himself while he hires part-time drivers without benefits to deliver for Fed Ex. What Fred Smith needs is the Teamsters Union at Federal Express, that's what Fred Smith needs.

(Applause)

And I know you're the guys to bring it to him.

(Standing ovation)

We have a country, brothers and sisters, where 46 million Americans have no health insurance, 60 million sometime during this year will have no health care. In the richest country with the most advanced medical system in the history of mankind, some mother and some father will make the decision whether to put food on the table, gas in their car or take their child to a doctor. That ought to make every politician and every businessman that profits off of this health care system ashamed. America can afford to provide health care as a matter of right for every man, woman and child in this country; and it's about time, brothers and sisters, that we made them do it.

(Applause)

And then we've got a system — and then we've seen our politicians waive the American flag — Jim Hoffa, you've seen them — then send our jobs overseas. Last year our country had a \$726 billion trade deficit. That means we received \$726 billion more goods than we sell to

other countries. One-third of that comes from the so-called Peoples Republic of China. It's not a republic, it's not of the people. The only thing true about it is it is in China, a country that pays its workers 50 cents an hour and a country that does not allow trade union freedoms. That country provides one-third of the trade deficit.

Since George Bush was elected president, we have shipped three-and-a-half million good manufacturing jobs overseas so corporations can profit and workers and communities could suffer. That kind of patriotism makes the Congress of the United States the big sell-outs of American working people. We ought to tell them like it is. They've sold this country out.

(Applause)

Brothers and sisters, I heard someone say you judge a society by how it treats its weakest people, the elderly and the young. Let's look at American society. In 1975, 44 percent of American workers had defined benefit pension plans. Tom Keegel, one of the strongest advocates in America for defined benefits plans. A majority of American workers had defined benefit plans. Today, less than 17 percent of American workers enjoy defined benefit pension plans, almost exclusively, members of unions, and those plans are disappearing because corporate America is abolishing them each and every day.

At the same time 50 percent — 50 percent — of the private sector workers have no pension at all, defined contribution, defined benefit, just no pension at all. That means when they get old, they're going to be poor just like they were when they were working.

A society owes the people that build that society. We should have learned that. Many of us did from our parents and our grandparents. We built the Social Security system. That system doesn't provide enough to live on. You know the average Social Security recipient gets \$900 a month? You don't have to ask a member of the

Teamsters or a working American whether that's enough to life on. It's not enough to live on. But it's a system, and it needs to be increased. But it's a system that works, American elderly know they've got that check coming to them.

But George Bush and his cronies wanted to dismantle that system. And they raised the retirement age. Well, let me tell you something. If you work as a truck driver or a laundry worker or a housekeeper or a waiter, or a warehouse worker, by the time you're 65 years of age, you are tired, you have earned the right to go sit down somewhere, and you ought to be able to do it in the richest country in the history of mankind.

(Applause)

We have politicians. They've raised the retirement age to 68. Well, if you're an executive and all you did is sit on your ass all your life, you can work until you're 68. Let them have every bit of it if they want it. But working people are entitled to a decent retirement.

And our young, 16 percent of our children, 11 million children, in the richest country in the history of mankind, are living in poverty. It's harder and harder for our children to get a college education financed.

Brothers and sisters, this country is turning its back on the men and women that built it, the men and women that defend it, the men and women that are defending it as we sit here today.

But brothers and sisters, complaining about it is not enough. The only way that we'll ever get turned around is when the American workers rise up, rise up behind the banner of the American labor movement, the only force with the power, the independence and the resources to stand up to corporate America.

I am so proud that a little less than two years ago, led by Jim Hoffa and the Teamsters, the SEIU, the Laborers, the Carpenters, the UFCW, the Farm Workers and UNITE/HERE, stood up and said, "We're going to rebuild the American

labor movement." We founded the Change to Win Federation. We said we are going to organize millions of American workers. We said politicians and politics are important, but we are going to go about the business of organizing workers. Non-union workers need the labor movement and, by God, we need non-union workers in our ranks. We're going to go about the business of organizing millions of them.

(Applause)

We made a commitment. We made a commitment that 75 percent of the budget of the Change to Win Federation would be spent in organizing. We made a commitment that our unions would lock arms and stand shoulder-to-shoulder. So if you take on the Teamsters Union, by God, you'll fight UNITE/HERE. We'll stand shoulder-to-shoulder with you against any opponent, anywhere, anytime in North America.

(Standing ovation)

Brothers and sisters, we can build partnerships with employers that understand they've got to pay decent wages and decent benefits and let workers have the right to organize. But we are going to be horrible enemies to those corporations that want to stand in the way of workers' progress and exploit people who work hard for a living and not pay them decent wages and benefits, companies like the Cintas Corporation.

I am so proud that the Teamsters and UNITE/HERE for almost three years now have stood up to this \$3 billion giant uniform company that has the audacity to have its CEO be the richest man in the state of Ohio. Richard Farmer is the richest man in Ohio, one of the 400 wealthiest people in the world. Eleuteria Mazon, who's worked for Richard Farmer as a sewer in Schaumburg, Illinois, for 21 years makes \$7.50 an hour.

And Elatoria's son is defending our country in Iraq while Richard Farmer is profiting off of his mother's wages. I am proud that the

FIRST DAY—AFTERNOON SESSION

Teamsters and UNITE/HERE are on Eleuteria Mazon's side and standing up to Richard Farmer, because that woman deserves to make a decent living at a company that has profited enormously off of her labor. One way or another, brothers and sisters, we are going to teach Richard Farmer a lesson.

Let me tell you about an experience I had. Some months ago, the top executives of Cintas said they wanted to have a meeting to discuss to see if we could have a resolution. Jim Hoffa and I went and met with Richard Farmer, the CEO. Farmer and I don't like each other very much.

(Laughter)

As you could probably guess.

Before the meeting, Jim told me, "Now, don't lose your temper, be calm, give the guy a chance, we want to have a conversation."

I said, "Okay, Jim." We sat down in the office of an archbishop of Cincinnati who introduced us and then left the room, and we engaged in conversation. Richard Farmer said, "My workers don't want a union, they don't need a union. I'm not going to have a union." And he kept going.

And Jim politely said, "Excuse me, Mr. Farmer." And he kept going.

Jim said, "Excuse me, Farmer." He kept going.

Jim said, "All right, goddamn it, I've had enough, we're leaving." I said, "Jim, what happened to the cool and calm?" He said, "This guy needs a fight, let's give them one." And, brothers and sisters, we're giving Cintas one hell of a fight.

(Applause)

We have massive litigation, race and sex discrimination, failure to pay drivers' overtime, failure to abide by city and state and federal contracts, environmental cases. And now we have a company that it's turned its back on its biggest customer, which is NASCAR. Cintas is a sponsor of NASCAR, and Cintas is suing

NASCAR because Richard Farmer owns a track and he wants to be able to buy NASCAR races from small communities across America.

So our two unions have been signing up NASCAR fans to join the battle to stop Cintas, not only from working over workers but from working over NASCAR fans. Join me in looking at a video of Cintas fighting the NASCAR organization.

...A video presentation on NASCAR was shown to the delegation.

(Applause)

UNITE/HERE PRESIDENT RAYNOR: Brothers and sisters, we're going to bring unionism to Cintas. We're going to take one of the most anti-union corporations in America and give their workers the right to join our two great unions.

I'm also so proud of the campaign that our union is engaged in from coast to coast to organize tens of thousands of hotel workers. We call it "Hotel Workers Rising." And hotel workers have their contracts expiring this summer in cities from Honolulu, Hawaii; to New York City; Toronto, Canada; San Francisco; LA; Boston; Chicago, you name it — 60,000 of them across North America.

In addition to normal contract demands and contract needs we have for health care and pensions, "Hotel Workers Rising" is about the right of hotel workers to organize. It's about the fact that a Hilton Hotel housekeeper at the New York Hilton under our union contract makes \$20.50 an hour. Now, that's pretty good: She's not rich but that's enough to live. She gets health care for her family and she gets a defined benefit pension when she retires.

But a housekeeper who works at the Atlanta Hilton, a town I lived in for 20 years, where there's one union hotel in all of Atlanta, that same Hilton housekeeper who does the same job, cleans the same rooms, makes 7.50 an hour, and she has no health care for her children and

she has no retirement at all. We are here to tell the Hilton Corporation that hotels can't be moved to China. You can't go to Atlanta and spend the night in Beijing. You have got to stay in Atlanta. And we're going to organize the hotels right here in the United States of America and make those middle class jobs that people can earn a living at.

(Applause)

And I'm proud of the fact that our two unions have been able to count on each other. I'm proud of the progress we made together in organizing the first union casinos in the state of Mississippi last year. The Teamsters and UNITE/HERE organized four casinos, the first union casinos in the state of Mississippi, and we did it together, brothers and sisters. And we're going to organize thousands of more workers.

(Applause)

And I'm proud of the fact that we joined together to organize casino workers in Indiana and in Michigan. And right here in Las Vegas at the Rio where 175 workers recently ratified their first Teamsters contract and joined the UNITE/HERE members in that casino as organized workers in another Las Vegas casino.

And we will stand shoulder to shoulder with you, Jim, as your organizers organize the Aladdin workers, to join the UNITE/HERE members at the Aladdin Casino in Las Vegas, because we understand that together we have strength. By ourselves, corporations win. Together, we're big enough, we're strong enough, we're smart enough and we're tough enough to beat any corporation in any fight that we choose to engage in.

And we understand something else. We understand that pensions are important for American workers. We understand that we have to protect our pension funds. We also understand that money in pension funds represents the retirement savings of millions of American workers, and it also represents power and influence into the decisions of corporations.

So we, together, with the Teamsters and the Laborers and the Carpenters and SEIU have put together billions of dollars of pension assets and are learning how to use those pension assets to demand that corporations treat workers fairly. And I'm so proud of the fact that Tom Keegel and Rome Alois join me on the Strategic Affairs Capitol Committee of the Change to Win Federation, because we're going to use our pension power not only to project retirement but to demand that corporations do what's right by the workers who work for them.

(Applause)

Brothers and sisters, there is a war in America, it's a war against working people and it's a war that the labor movement is the only force able to fight. And brothers and sisters, it's a war we will not lose, we cannot afford to lose and we're not going to let that happen. We're going to stand up like we've never stood up before. We're going to stand tall with each other. We're going to stand shoulder to shoulder, we're going to lock arms. When you take on one of us, by God, you'll have to fight every one of us.

We're going to send a message to corporate America that this labor movement represents the best that is America. We built this country, we defend this country, we made this country what it is, not the corporate big shots; and, by God, we're going to take America back for the working people.

(Applause)

And I want to say to the Teamsters Union and I want to say to you delegates to this great federation, this great convention, God bless our labor movement, God bless the Teamsters Union and God bless American workers. Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: We have a great opportunity here — let's finish up this on the Cintas. We've got a great opportunity here working together with UNITE/HERE and Bruce

FIRST DAY—AFTERNOON SESSION

Raynor who I said is a great, great friend of mine. But you know, Bruce Raynor never does anything small. He's reached out to other people. And he's not alone in this fight, and he's found somebody that shares his goals that's helping every day to help organize hotels in North America.

He found somebody very special who is going out there from a union home, somebody you might not think is from a union home, but he's dedicated to unionizing hotel workers all over North America. He's a star that you have heard about who was in the movies "Grand Cannon," "Royal Tenenbaums," "Lethal Weapon I, II and III," the one, the only, Danny Glover.

(Standing ovation)

DANNY GLOVER

Actor

I love you, too, I love you.

Look here, I want to tell you how proud I am to be with you today, this afternoon, to share this moment with you.

I think we need to give Bruce Raynor another hand, another applause for the rousing speech that he gave us.

(Applause)

I want to thank your President, James Hoffa. Even though we've never met, I have heard about him. They tell me that he has the charisma of his father, he has the passion of his father, and he loves working people. He works out there for you and people in the world, elevating them, empowering them.

I want to thank you for all being here, for being here today, and for allowing me to take this moment, as I took the moment from my job in Vancouver, Canada, and made arrangements while in the middle of shooting a movie that I was going to be here with you today. And no matter what the schedule said —

(Applause)

No matter what the schedule says, no matter if we were going to be behind in shooting the film, I was going to be here with you today, and I'm proud to be here with you.

And I think there's some friends of yours in Vancouver who are also proud that I'm here with you today, because you know on the films that I work on and most of the films that are done, Teamsters, members of the International Brotherhood of Teamsters, drive the trucks, drive the cars, move the equipment and do the hard work on those sets. So when I go back to them tomorrow and wear my T-shirt, I'm going to be in good stead.

(Applause)

And they see me with my Local 104 — those who are from Local 104, those members who worked with me before in Oakland in the Bay Area, from Local 70 in Alameda, they know — they know what this is about.

Bruce Raynor came here and he talked about the reality that we're dealing with. When I say "we," I don't separate myself from you, because when I separate myself from you, I'm separating myself from all the people in my community, all the people in my family, all the people that I know who don't get a chance to be a movie star. The people who come and work, who get in their cars, who get in the mass transit, those people who travel to work, those are the working people of America. Those are the working people in America, and they're the majority of the people in this country. So there's no way that it becomes them from me, me and them, it's all us. We're all in the same boat together.

(Applause)

So Bruce talked about that. He talked about the reality of it, the war on working people. He talked about the real issues that happen with working people, the real issues that happen with children in this country, the real issues that happen with people without defined benefits. He

FIRST DAY—AFTERNOON SESSION

talked about all of those things, which are real to you. Because when you talk to working people in this country, they talk about the real deal. They talk about the real issues. They want to know about the real issues. They want to know, how am I going to send my child to college? How am I going to pay the bills? How am I going to pay for health care? They talk about the real issues.

Because when they talk about the real issues and talk about having a living wage, having decent wage and being treated like human beings in the workplace and in society, then they're talking about building better communities. They're talking about building better fellowship. They're talking about building better families. They're talking about building better relationships. That's what this is about. That's what they talk about, and union people talk about that. Workers talk about that because they know the value not only of their hard work, they know the value of what it means and the contribution they make to their families and to their communities. They know that firsthand.

So when you see men and women stand before you and talk about those issues, those real issues, you know that they're the real deal. They're not talking about the other issues which are important and often peripheral to the real issues, but they're talking about the real issues. Because, yes, there is a war on terrorism but there also is a war on workers and it's a constant war. It's a constant and ongoing war.

(Applause)

It's a war that's gone on from the first moment that workers began to organize against the Industrial Revolution. Whether they were men and women, women in factories in the 1830s organizing, that war has gone on and continues to go on. Those are the real deals.

You've become a part of it. You've become an extension of that, the new legacy, the new history that's drawn from that war and from the con-

tinuum of that. That's who you are, that's who we are in this process.

So he talks about that. I'd like to kind of like talk about the real feeling that I get when I come into a place like this or the real feeling that I get when I go to a group of hotel workers in San Francisco or L.A. or Chicago and Detroit, sit with them and listen to them, watch them as they begin to empower themselves, use that extraordinary courage that they have.

These are immigrant workers, a lot of them. They're workers who come here to make a better life for their families, to make a better life for their families not only here but a better life for their families back home where they come from, because the money they make in those union jobs does not just go to sustain them here, that money goes to sustain extended family back home.

To talk with them, to sit with them, to listen to an Iranian worker who's a member of Local 226 here when she talks about the war and the fight that's ahead of her. Talk about, yeah, they both own both sides of the street. One owns one side of the street and the other one is on the other side of the street when she talks about the corporations who own hotels. And we have to fight them all, that we're going to sit down and we've got a battle ahead of us, because it's never been easy for workers. It's never been easy.

I learned that very early on from my parents. So some of you may ask what does Danny Glover have to do with unions? What does Danny Glover have to do with organized labor? Well, my parents, both my parents came — born in the Depression — excuse me, born before the Depression. Both of them come — my mother coming from the deep South, Georgia, small, rural Georgia.

My grandparents — my grandparents were tenant farmers and sharecroppers before they owned their own farm. My grandmother was a midwife. My father coming from the Midwest, coming from Kansas City, Missouri, meeting my mother

FIRST DAY—AFTERNOON SESSION

and beginning and migrating out to the West Coast and making a life, making a life with them, and building a family. Got their first jobs, first real jobs, first opportunity to become part of the American Dream, to become part of the middle class, as postal employees, as postal employees in a changing, historical dynamic in this country, a dynamic when African-Americans were first being employed by the federal government, by the state government, in jobs.

All over this country that happened in 1948, 1947. My parents were the beneficiaries of that and I, as I stand here with you, am also the recipient of those benefits. Because when they got there and began to work and watched this changing dynamic that's happening in their workforce, they knew what they had to do. The first thing they did was join the union, join the postal alliance. Not only did they join the postal alliance, they were officers in the local. They were officers. My mother was the secretary, my father was treasurer in the local. They became organizing union members from that time on. After they retired, after my father's retirement, he remained a member of the union. He knew how valuable the union was for him.

That's where I come from, for me, being privy, sitting up there watching them strategize, watching them take stands, knowing that, and they knew that union members stood up, stood tall, and knew how to fight. And they were there.

So they cultivated that and brought that to their children, taught us valuable lessons about how people come together, and gave us a sense of their own power, the manifestation of their own power, and begin using that power for change.

And remarkable things — not only that, were they were part of the union, they were part of the union at another historical juncture. They were part of the union during the civil rights movement. So the union and their leadership

and their involvement in the union took on another clarity in terms of that civil rights movement. So they became empowered and became political as well. They became not only empowered in the workplace, empowered in their communities as well because of the political acts, something was happening, and they were part of this remarkable change.

And it's wonderful as a kid, as a child, watching your parents being the manifestation of that, seeing them, in a sense standing even taller, sensing that something is happening, sensing that change is happening for not only them, but respectively for their children and their grandchildren. Because they were union members, because they were engaged in the union, they were able to understand that clearly.

They were part, as we all are, in an historic time, part of an historic journey, part of an historic dynamic, part of something that we cannot deny. We cannot run away from it, we cannot pretend that we have amnesia with our past and our present. We have to seize that moment and understand the importance of who we are in that moment.

Right now you're engaged in the power of organizing and expanding the breadth of unions, not only Teamsters, but all unions, the breadth of them, engaging them at one of the low points in our time. We have to use all our imagination. We have to bring to the table everybody possible. We have to bring our past lessons — our past lessons, our past victories and our past failures, our past mistakes and our past successes, because we have this moment. This is our moment. It is our moment, not only for us as we stand here and sit here at this moment, all over 303,000 of you. It's a moment for our children and our grandchildren. That's what we're fighting for.

We're fighting for a better country because we know what that struggle means and how that struggle has to be taken. We're fighting for a

FIRST DAY—AFTERNOON SESSION

better country, because if we don't fight, there ain't going to be no fight. If workers don't fight, there can't be no fight. They have to be engaged.

(Applause)

And I know, as Jimmy said on the way back from the — as he drove me from the airport — Bruce and I from the airport here, that he's got five more years left and he wants to go fishing. He wants to go fishing from "Gone Fishing." You know, it's remarkable how many of your movies in a sense relate to — how people relate to it. That was a movie — I got some of the worst reviews in my life on that movie, "Gone Fishing."

(Laughter)

I ran into at least a half dozen union members who said, "Man, Gone Fishing, that's what I'm going to be doing in five years," and "Gone Fishing, that's what I'm going to be doing in ten years," whatever. They relate to it. You know why they relate to it? Because they relate to it and said, "I worked hard all my life. I got defined benefits, I got health care, and I'm going to go fishing and have me some fun and relax and treat myself —

(Applause)

"Treat myself to the hard work I did."

That's what this is about, man. You also know that you can't just go fishing. Gone fishing is just part of it, but you have to keep fighting. In your retirement you are going to have to keep fighting, because we're fighting to build something and to leave something. Our legacy can't just be how much money we make, and what we do, and what we do to make that money, but what we make of the world.

I'm here and proud to be here because I know the union members, my brothers and sisters out there — my brothers and sisters out there — are intent on making a better country and a better world for all of us, for all of us. Thank you.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Thank you, Danny Glover. You talk about a Lethal

Weapon for workers, that's what we need right there. That's a Lethal Weapon.

(Applause)

Was there somebody at Mike 2?

DELEGATE CHRISTOPHER ROOS, IBT Local 1035, South Windsor, CT: Yes, Mr. Chairman. I'd like to address the charges and lies and slanders by Tyson Johnson.

(A chorus of "Boos" from the delegation.)

Against Tom Leedham, myself, and my family.

GENERAL PRESIDENT HOFFA: Go ahead.

DELEGATE ROOS: Come on.

GENERAL PRESIDENT HOFFA: Wait a minute. Let's let the brother talk.

DELEGATE ROOS: You can keep going on with your lies and slander, Mr. Chairman, but you're going to hear the truth.

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Don't address me, talk to the audience. Go ahead. Go ahead.

DELEGATE ROOS: The mike's not — you can keep them going, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Go ahead, go ahead.

DELEGATE ROOS: The lies and slanders that you have put on —

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Hold it down.

DELEGATE ROOS: Mr. Chairman, they can keep going, but they're going to hear the truth.

GENERAL PRESIDENT HOFFA: Make it short. Let's go.

DELEGATE ROOS: Mr. Chairman, Joseph Coyne is my cousin. He did donate \$10,000 personally for myself and Tom Leedham. It was not a company, an employer —

Mr. Chairman, may I have the floor, please?

GENERAL PRESIDENT HOFFA: Go ahead. Keep talking.

FIRST DAY—AFTERNOON SESSION

DELEGATE ROOS: This was not an employer contribution, Mr. Chairman. This was a personal contribution, made on his own behalf, in memory of his father who was a union representative in his local for 20 years.

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Calm down. Let the brother talk.

DELEGATE ROOS: Joe Coyne is a patent attorney in a firm of 500 attorneys.

GENERAL PRESIDENT HOFFA: All right. Thank you. Thank you.

DELEGATE ROOS: The truth's going to come out, Mr. Hoffa. Let's have it on the floor.

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Very good. Thank you. Thank you. Let's move on. Let's have some order here. Please.

All right. I want the delegates to sit down, would the delegates sit down?

Brother, you've spoken about as long as Brother Tyson did; we got the point. I think we can move on now. Let's go on with the program. Thank you.

(Applause)

We've got the idea. Very good. Thank you.

Okay. We're going to move on.

"Organizer or die" is a phrase Teamsters leaders have embraced. We must organize new members in large numbers or we will see everything our members fought for and won and lost in the last two years go away. History will judge us on what we do and don't do for working people in these critical times. Workers want to be in unions. Our job is to make sure it's possible.

Over the last five years, we have embraced the idea of the "Organize or Die" philosophy. We have restructured the International Union to better support our organizing efforts, and we've put real resources into doing just that. We are well on the way toward using the Teamsters treasury, dignity, pride and strength to create a culture of organizing.

Our decision to put more resources into organizing has paid off with some very positive results. Without these victories, we would be smaller, weaker and less able to fight the tremendous attack on the standard of living of workers throughout North America.

Please take a look at this organizing video. Thank you.

...A video presentation on organizing was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: Great video. Now I call on Organizing Committee Co-Chairmen Mike Hogan and Chuck Mack to give their report.

(Applause)

REPORT OF THE ORGANIZING COMMITTEE

COMMITTEE CO-CHAIRPERSON MACK: Thank you, Mr. President, Secretary-Treasurer Tom Keegel and brothers and sisters. The Organizing Committee met this past week and we had approximately 40 members, many of you delegates, alternate delegates that served on that committee. I want to thank them for their very hard work. We were able to get through and take care of the resolutions in a day's worth of work.

I also want to recognize Mike Hogan, the co-chair of that committee, for his contribution. He did carry the heavy load in the committee meetings that we had.

(Applause)

It is amazing what has been done since the last convention in organizing and the focus that has been placed on organizing within the Teamsters Union and the effort to grow our organization.

There are a lot of acknowledgements here. First of all, we saw organizers in that video, but you also heard from the organizers that were here that attended the organizer conference over

FIRST DAY—AFTERNOON SESSION

the weekend. And to those 500 organizers that were here and that participated, we want to say thank you for the work that you continually do throughout the year day in and day out.

(Applause)

This really started, however, after the special convention and delegates at that convention responding to the recommendations of the General President set up a special fund to organize, and acknowledged the General President, the person that had the vision, to make organizing a priority and who kept his commitment and dedicated that money to organizing. It's allowed us to build an on-the-ground staff today of over 100 organizers helping and assisting local unions throughout this International Union.

(Applause)

The contributions that have been made by the locals need to be acknowledged, because we've had a number of locals who have responded to the challenge and have put organizers on. Joint councils and regions have responded. And as a result, we have had a tremendous amount of success that's been detailed here today.

America West and customer service representatives, 3200. Those that came in from the Nashville Police Department. DHL and 2500 workers across the country. That's the product of a successful organizing program. And it's a tribute to the work and hard effort that Jeff Farmer, Manny Valenzuela and his staff have put together and constantly drive forward to make sure we're successful as we move on.

The Organizing Committee work was reflected in the number of resolutions that we had before that committee. Five years ago there was one resolution on organizing. This convention, there were 17 resolutions on organizing, and they covered a very, very broad area.

Those 17 resolutions were adopted by the committee, they were passed on to the Resolutions Committee. They've been adopted

by that committee, and they will be before you during this convention.

On behalf of our committee, I want to say thank you. I want to ask Co-Chair Mike Hogan to come up and give you the titles of those resolutions that we adopted. Thank you very much.

(Applause)

COMMITTEE CO-CHAIR HOGAN: Good afternoon, delegates, alternates, retirees and guests. General President Hoffa, Secretary-Treasurer Keegel, I'd like to thank you personally for making organizing priority No. 1 in the Teamsters Union.

Chuck Mack, my co-chair, one of the most respected and polished trade unionists in the country, thank you for your guidance and leadership as co-chair.

The Organizing Committee to the 27th IBT Convention had a daunting task before us, to read, discuss and adopt 17 resolutions that will set the pace for the next five years for this International Union, none more important than the other: "Quebecor," "Bargaining to Organize," "Right to Organize," "Public Sector," "DHL Delivery Systems," "Organizing the Global Supply Chain," "Comprehensive Campaigns," "Waste," "School Bus," "Organizing Freight," "Wal-Mart," "Mighty Army," "Cintas," "Joint Campaigns," "Port Organizing," "Global Solidarity and Strategies," "Growth in Strategic Organizing."

I'd like to thank the committee members for their hard work and diligence. It was a privilege and honor to serve as your co-chair.

And how about that Director of Organizing, Jeff Farmer?

(Applause)

His drive and focus and leadership are one of the main reasons why this membership is growing on a daily basis. We are privileged to have him as a director of our Organizing Department. Thank you.

FIRST DAY—AFTERNOON SESSION

My secretary-treasurer of Joint Council 10, New England — and as a matter of fact I haven't heard from Joint Council 10. Is Joint Council 10 in the house today?

(Applause and cheers)

I guess they are. We've got a great group of people in New England, you all make me proud. Our secretary-treasurer has shown the leadership and vision in leading our over 60,000 members and has made organizing a real priority in New England. Thank you for your leadership, Secretary-Treasurer Dave Laughton.

(Applause)

And finally, I'd like to thank the hardest working, talented and most determined ground forces unit I've ever had the pleasure to serve with, our IBT organizers, our joint council organizers and our local union organizers.

If I could leave you with this, I'd like to steal a line from our Eastern Region Vice President Jack Cipriani: Every member and organizer, organize, organize, organize. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

Do I have a motion to accept the Organizing Committee's report?

DELEGATE JOHN PARKS, IBT Local 760, Yakima, WA: I'm secretary-treasurer of Local 760 out of Yakima, Washington. Make a motion to accept.

GENERAL PRESIDENT HOFFA: Okay, very good.

Do we have a second to the motion?

...The motion was seconded by several unidentified delegates.

GENERAL PRESIDENT HOFFA: Okay, very good. Anybody want to go to the mike on that?

Any discussion on this?

There you go, Brother. Go ahead, go to the mike.

DELEGATE PATRICK KELLY, IBT Local 952, Orange, CA: I proudly second that motion.

GENERAL PRESIDENT HOFFA: Thank you, Patrick.

Okay. Is there any discussion on this motion?

All those in favor of accepting the Organizing Report, signify by saying aye.

Anybody opposed?

None being heard, it passes.

It is my pleasure to bring John Bulgaro, president of Joint Council 18, to the mike. Please rise to read the "Growth and Strategic Organizing" resolution.

DELEGATE JOHN BULGARO, IBT Local 294, Albany, NY: Thank you, President Hoffa and General Secretary Keegel. "Growth and Strategic Organizing."

...Delegate Bulgaro read the following:

GROWTH AND STRATEGIC ORGANIZING

WHEREAS, the power of the Teamsters Union depends on the strength of our numbers; and

WHEREAS, Teamsters are able to bargain for the strongest contracts in those industries where the union represents the highest percentage of workers in that industry; and

WHEREAS, strong density in any given industry raises the standards for all workers, even those not represented by union contract; and

WHEREAS, increasing union density is the most effective way to create power and enhance working conditions for all working people; and

WHEREAS, organizing is most effective when it builds on existing worker power and Teamsters' expertise in an industry;

NOW, THEREFORE, BE IT RESOLVED, that targets for new organizing should

- take advantage of existing Teamster strength in an industry to leverage employers;
- add to Teamster bargaining power in an industry and contribute to improving contracts for existing members either regionally or nationally;

- be in a Teamster core industry that allows the union to take advantage of its experience and expertise in that industry;
- fit into an overall strategic plan for a particular market or region, or the overall organizing goals of the Teamsters Union.

BE IT FURTHER RESOLVED, that this twenty-seventh convention of the Teamsters encourages all local union and joint councils to adopt these standards in seeking new organizing targets, and coordinates with the international union in order to develop the most strategic organizing program possible.

DELEGATE BULGARO: Thank you.
(Applause)

GENERAL PRESIDENT HOFFA: Thank you, John.

Do we have a motion to accept the resolution?

Mike 2.

DELEGATE RAYMOND WHITMER, IBT Local 911, Los Angeles, CA: I'm a proud Hoffa delegate. I rise to move that we approve the "Growth and Strategic Organizing" resolution.

GENERAL PRESIDENT HOFFA: Thank you very much. Do we have a second?

Pat.

DELEGATE PATRICK KELLY, IBT Local 952, Orange, CA: Proud Hoffa delegate, I move to second.

GENERAL PRESIDENT HOFFA: Any discussion?

None being seen. All those accepting the "Growth and Strategic Organizing" resolution, signify by saying aye.

Anybody opposed?

It does pass.

(Applause)

Thank you.

The Teamsters Union is making changes so we can better organize workers to defend themselves and improve their lives. There are many

examples of local unions across the country that have implemented changes and are meeting with increased good results.

Let's listen and learn about our locals and what they're doing. Please welcome president of Teamsters Local 851 from New York, Tom Conelias, to tell us about the local organizing victories at JFK Airport.

(Applause)

BROTHER TOM CONELIAS IBT Local 851

General President Hoffa, thank you for that introduction. Thank you, General Secretary-Treasurer Keegel and the entire Executive Board for the hard work you do every day.

Sister and brother members, my name is Tom Conelias and I'm a 20-year Teamster member from the great state of New York.

(Applause)

I am the president and principal officer of Local 851 under Joint Council 16 led by Gary LaBarbera, and I am also a proud member of the New York State Teamster Alliance.

For 15 years I worked for Airborne Express, now DHL, and for the last five years I have worked for the Teamsters Union. Our local was under trusteeship for many years; and when I was elected principal officer in April of 2004, our membership was at an all-time low of 690 members.

Well, brothers and sisters, I stand here before you to report that through organizing and contract enforcement, we have more than doubled the size of our membership and have many more victories on the horizon.

(Applause)

Currently we have over 1400 members and by the year end we anticipate to be about 1600 members.

Our local is following the lead set by the current administration of the International. In the last few years, I have seen the International

FIRST DAY—AFTERNOON SESSION

Brotherhood of Teamsters change and grow in ways I didn't think possible. Some of the innovative organizing methods used by the International are what's helping our local grow.

As General President Hoffa has said over and over, there is no better way of organizing than member to member, worker to worker. This is so true.

One of our biggest victories in recent years was the DHL gateway at JFK Airport in New York City. Along with Local 295, led by Lou Calemine, Local 851 brought union representation and an outstanding contract to these workers. We are able to accomplish this by working very closely together and by using President Hoffa's method of member-to-member, worker-to-worker organizing.

This is the first time that Teamsters have represented a 24-hour, seven-day-a-week international gateway plane hub at JFK Airport. These non-union DHL workers recognized the power of the Teamsters under our current leadership and clearly sensed the commitment, leadership and strength behind the 1.4 million Teamsters across the U.S. and Canada.

They say there is strength in numbers. Well, brothers and sisters, we have numbers.

(Applause)

This is also the first of several DHL gateways in which the Teamsters Union have won an election to reach a first contract. Because of the contract we got for these workers, workers at other non-union DHL hubs sat up and took notice. With the contract, we got the workers 100-percent-paid health care, a pension plan, seniority and bidding rights, guaranteed work hours and many other benefits. Contracts like this increase our entire union's organizing potential.

To further the message from our General President on member-to-member organizing, our local union, along with Local 295, has sent members working for DHL to Wilmington, Ohio, to help organize the organizing efforts of the DHL/ABX national sorting facility. I joined

our members there, along with the organizing staff assigned to this project in Ohio, as we volunteered our time to go knocking on workers' doors and tell our story, hear their issues and tell them how they can form their union.

This is what the Brotherhood and Teamsters is all about. As you can see, through creative organizing methods and negotiating great contracts, our union is truly changing to grow.

Sister and brother members, together we will continue winning these battles. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Tom. You're doing a great job at DHL and ABX, and we appreciate your help.

Next I want to call on Ron Herrera, secretary-treasurer of 396, to tell us about what he's doing to organize.

(Applause)

BROTHER RON HERRERA IBT Local 396

Good afternoon, brothers and sisters. As our General President said, my name is Ron Herrera and I'm the principal officer of Teamsters Local 396 in Los Angeles, California. I would like to thank the IBT on behalf of myself and my local union for giving me the honor of speaking here today.

Local 396 is a proud member of Joint Council 42. We are approximately 10,000 members strong. Of these 10,000 members, 3,000 are sanitation workers. I've been asked to share with you some details about our local union's organizing campaigns in the sanitation industry. I'll get right to the point.

We are an aggressive local union when it comes to organizing in this industry. We have had 14 organizing drives in the sanitation industry since the last IBT Convention. Not all have been successful. However, eight of these organizing campaigns have resulted in the employer signing good, strong Teamster contracts.

We have utilized the NLRB to conduct traditional recognition elections, but we have also taken a more militant approach and have marched for recognition on eight different occasions. Five of these battles — and trust me, they were all battles — resulted in signed Teamster agreements.

Sanitation workers in Los Angeles are predominantly an immigrant and minority workforce. These workers want economic equality and respect in the workplace, two elements we as Teamsters can surely deliver.

Newly organized sanitation workers become immediately strong and loyal Teamsters. The organizing efforts in Local 396 have been a team effort. Through the guidance of Teamsters Local 396 lead organizer, Brother Jim Smith, our membership has increased by approximately 450 new sanitation workers. Teamsters Joint Council 42 president, Jim Santangelo, was no stranger to our recognition strike lines. His support, encouragement and enthusiasm proved invaluable to our efforts. Without our joint council's political support, we would have struggled, possibly even failed in our organizing attempts.

Also, through the leadership of Teamsters Joint Council 7 president, Chuck Mack, with the assistance of principal officer of Teamsters Local 350, Brother Bob Morales, the California sanitation locals have formed a statewide coalition. This has proven to be a formula for success. The coalition has joined Southern California and Northern California locals for the purpose of helping and supporting one another, especially in organizing.

Western Region Organizing Director Manny Valenzuela, IBT Lead Organizer Chuck Stiles, and IBT Organizer Rick Hernandez were instrumental in the success of our most recent organizing campaign. The contract negotiations at the newly organized company are nearly completed. Upon ratification of the agreement, 100 new sanitation workers will join Local 396.

In closing, Local 396 serves notice to all non-union sanitation companies in Los Angeles that they are not safe from our organizing efforts. With the help of our allies, organizing these non-union companies can become a reality. Our goal, which is no secret, is to make every sanitation worker in the Los Angeles Basin a member of Local 396 and a member of this great International Union.

Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Ron. You're doing a great job.

(Applause)

I'd like to welcome, also, Sean Cedenio, secretary-treasurer of Local 570 in Baltimore, Maryland, to tell us about a recent victory in his bus drivers campaign.

**BROTHER SEAN CEDENIO
IBT Local 570**

I'd like to thank General President Jim Hoffa, Brother Keegel, the General Executive Board, for allowing me to be here, also the members of Local 570 and the executive board.

The Baltimore school district bus drivers and aides who work for First Student, voted to join Local 570 on June 1st. By joining the union, they took that first step towards improving their lives at work and, also, for improving child safety on the buses that they operate.

This was not an easy campaign. The workers faced intimidation from management on a daily basis. They faced termination for union activity, but they remained united and that made the difference. They remained united because they wanted a voice at work. They remained united because they spoke with other bus drivers who were represented by a local and saw how their lives could be changed and improved.

Out of concern for the children's safety, parents of the students also got involved. The executive board of Local 570 and myself would like

to thank General President Hoffa who personally got involved with this campaign, and it made a huge difference in the eyes of the workers. President Hoffa attended a rally and to today they talk about this occasion.

All these various elements came together, and because of this joint effort, the workers at First Student won. The Teamsters have given these First Student workers their voice. The victory was the second in a national campaign to organize private school bus drivers across the country. We are working together with the SEIU and the Transport and General Workers Union to drive up standards for workers and students in the bus industry. And these workers at First Students have the privilege of having the Teamsters Union behind them, and never again will they have to fight by themselves. Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: All these victories indicate that we're on the right track. I'm so encouraged by what we're seeing, and I think all of us should be encouraged.

Now, I'd like to call on International Vice President Walt Lytle to read the resolution on — "Comprehensive Campaigns and the Teamster Model" resolution. That's No. 5 at page 13.

INTERNATIONAL VICE PRESIDENT LYTLE: Good afternoon. It's an honor to stand before the delegates, alternate delegates and guests to offer a resolution which was developed because of the forward and out-of-the-box thinking of your General President Jim Hoffa and your Secretary-Treasurer Tom Keegel. It is a model which has met the test, and your International is willing to teach your joint councils and local unions how to use the model to organize the way it's been proven to work in the International.

Without further ado, I'll read the resolution.

...International Vice President Lytle read the following:

COMPREHENSIVE CAMPAIGNS AND THE TEAMSTER MODEL

WHEREAS, on national and regional levels the Teamsters have learned that the NLRB election process often does not work to build union power; and

WHEREAS, NLRB election organizing is subject to delay, manipulation, and abuse by the employer; and

WHEREAS, the unit by unit NLRB process does not allow the Teamsters to grow quickly enough to build bargaining power in markets and industries; and

WHEREAS, even when we win an NLRB election we do not achieve a contract 55 percent of the time; and

WHEREAS, because the companies that dominate the U.S. economy are often international in reach, our campaigns must also be global; and

WHEREAS, the comprehensive campaign model is a carefully planned, aggressive, escalating campaign that legally builds enormous pressure on all aspects of a company's business; and

WHEREAS, a successful comprehensive campaign must employ important tactical elements, including: careful targeting, worker organizing, strategic research, taking advantage of political relationships, using bargaining and other economic power, strong campaign message and communication, working with community allies, and using global strategies; and

WHEREAS, the Teamster Organizing Model has also led to many victories and a substantial increase in the win rate and a five-year upward trend in victories; and

WHEREAS, the Teamster Organizing Model involves: strategic targeting and research, systematic probe of site, early list development, benchmarks to meet before moving onto the next phase of the campaign, building a representative organizing committee of leaders, building majority support, petitioning for elec-

FIRST DAY—AFTERNOON SESSION

tion with at least 65 percent support of the unit, an assessment system and workplace charting, worker action in the workplace, a strong message component, and community and political outreach;

NOW, THEREFORE, BE IT RESOLVED, that the IBT should employ comprehensive campaign strategy in its organizing efforts on both national and regional levels; and

BE IT FURTHER RESOLVED, that even with the emphasis on comprehensive campaigns, the Teamsters will continue to use NLRB elections. In these NLRB elections it is important to use the Teamster Organizing Model; and

FINALLY, BE IT RESOLVED, that the International Brotherhood of Teamsters will provide training and other support to Local Unions and Joint Councils interested in learning the skills necessary to run comprehensive campaigns and to apply the Teamster Organizing Model.

INTERNATIONAL VICE PRESIDENT
LYTLE: Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Do I have a motion to accept the resolution on "Comprehensive Campaigns?"

Mike 2.

DELEGATE DAVID COOK, GCC Local 694-M, Dickson, TN: We so move.

GENERAL PRESIDENT HOFFA: Do we have a second?

Mike 4.

DELEGATE BILL LICHTENWALD, IBT Local 20, Toledo, OH: Mr. Chairman, proud Hoffa delegate from Toledo, Ohio, Cheryl Johnson's home local. I just want to talk a little bit about it before I second it.

In Ohio, our joint councils, local unions and the Ohio Conference of Teamsters under the leadership of Roger Insprucker joined forces

with the national campaign in organizing the DHL system. A crucial piece of our organizing effort was to attend statewide organizing trainings for organizers and, most importantly, member organizers. These trainings were in conjunction with house-visit blitzes to workers at the targeted ICCs.

We trained our organizing committees on how to march — coordinate marches and marches on the boss. In 2005 in one week we won every election that Local 20, Local 377, Local 413 in Toledo, Youngstown and Columbus. Our organizers as trained are now successfully proud to say this week completed the fourth ratification of our fourth contract of our four ICCs in Toledo, Ohio, and I'm proud to second the adoption of this resolution, Mr. Chairman.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you, Billy.

Anybody else? It has been moved and seconded.

Mike 6.

DELEGATE JIM GOOKINS, IBT Local 991, Mobile, AL: Mr. President, I rise in support of the motion. Just to give some experience with regards to the Teamsters organizing model, we've had success organizing Allied Waste. We've used the model. They came in, did the house calls, marched on the boss, petitioned the boss and energized and engaged the political people in our community, the religious people in our community. The model works. I'm here to say that we've increased because of the model about 10 percent of our local union membership, and I rise in support of the motion.

(Applause)

GENERAL PRESIDENT HOFFA: Thank you very much.

Okay. We're going to proceed. It's been moved and seconded to accept the "Comprehensive Campaigns" resolution. All

FIRST DAY—AFTERNOON SESSION

those in favor of the resolution, signify by saying aye.

Anybody opposed?

It does pass.

(Applause)

Very good, thank you. It's a wonderful.

The next thing we're doing is the Teamsters represent more than 20,000 law enforcement professionals and hundreds of agencies from coast to coast. We have established the Teamsters Law Enforcement League to increase the bargaining strength and boost our organizing efforts and increase our political power in this area.

This is the logical outgrowth of our Desire to be American's law enforcement union. Take a look at the following video to learn what we've done in the field of law enforcement.

...A video presentation on law enforcement was shown to the delegation.

(Applause)

GENERAL PRESIDENT HOFFA: To tell us more about what we're doing in Teamster law enforcement, I'd like to here from Merl King, a SWAT team member from Local 320 in Minneapolis, Minnesota.

(Applause)

BROTHER MERL KING

Local 320

Good afternoon. Like he said, I'll Merl King with 320 out of Minneapolis. I've been a business agent since '98 and I'm a retired police officer of 24 years in Minnesota.

I represent cops all over the state. The Law Enforcement League that you see the video of, and you've seen in the magazine with Nashville, is a grassroots organization that came about down in the Public Sector Conference in Florida back in 2003. It was a bunch of us sitting around, all of these guys and a few more retired cops, business agents, figuring how we can get the word out that the Teamsters represent cops.

We were talking with Rick here, from Iowa. They had an organization or thing they call ITLEL, Iowa Teamster Law Enforcement League. They used it to help organize cops in Iowa. Well, they already had it in place, we took the template and moved it to the national level and got the public sector involved.

We approached the public sector about getting the word out that Teamsters do represent cops. We came up with the idea of making a presence seen in Washington at National Law Enforcement Week, which is the week of May 15th each year.

So the public sector came on board, and they hung a big sign on the back of Teamster building that said "Teamster Law Enforcement League." They had a bunch of T-shirts made up. We had about 20 cops in town wearing T-shirts around. You would be surprised how many people stopped us, cops all over the country that didn't know there was Teamster representing cops.

Well, that was the start of it. Since that, we've used that model in Nashville, and we convinced the Organizing Department in D.C. that you need cops to organize cops. If you send organizers in to make phone calls and go to cops' doors, you're going to get turned off and you're going to lose it.

So we convinced them we needed to bring cops into Nashville, and that's where the SWAT team came about. There's probably 60 stewards and cops from around the country that went into Nashville and made phone calls, went to the five or six precincts down there, stood outside the courts and talked to the cops. It was cops talking to cops.

We got through the door. Even whether I made phone calls to FOP members that weren't Teamster supporters, they would talk to me. They would answer questions, and we broke the barriers down, and we got in and it worked.

This last couple years in the Public Sector

Conference, we've expanded it. We have two chairs, Sue Mauren, my local president, and Mike Stapleton from Orlando, are the co-chairs. We sat around and figured out what we can do to expand it and even organize more law enforcement. What we've done is they've sent business agents and cops and some SWAT team members around the country where leads come in, and we help the locals in the joint councils assess those leads and talk to the cops.

A good example is Jimmy Neal in Nashville. Jimmy was a private sector local, and now he's a public sector local with the Nashville cops also.

So if you get leads out there, don't be afraid to reach out to the International Organizing Department or the International public sector because Mike Filler and Carol Colbeth there know what to do. They'll call us. As an example, I was sent into Springfield to help Tony Barr with the capital police down there. We assessed them and we meet with them in a couple weeks and make a presentation. Hopefully we'll win a campaign for law enforcement there.

But the goal of us, from a grassroots effort, is to build this and organize more cops. Hopefully five years from now we can come back here and say we're on our way to filling James R. Hoffa's dream of being the law enforcement union. Thank you.

(Applause)

CALVIN HULLET
Nashville Police Officer

Brothers and sisters, my name is Calvin Hullet. I'm an lieutenant with the police department in Nashville, Tennessee. I served for three years as president of the Fraternal Order of Police in Nashville. I work tirelessly during that time to actually make them look and act like a union. I didn't have any support from the state or the national leadership of the FOP. They just

weren't conducive or responsive to the needs of our police officers.

While I was still president of the FOP, I began a kind of behind-the-scenes movement to gain some power with our city leaders. That simply meant a call and a visit to the Teamsters. The Teamsters immediately recognized that we had a need for a strong voice, and they stepped up to the plate. The IBT and many local unions from across the country spent countless hours and dollars helping to bring drastic change to the 1200 police officers in Nashville.

During the campaign to decertify the FOP, the city obviously knew that a move to the Teamster for our police officers would change how they had to deal with us. City leaders changed the rules about the decertification and the election process every day. The Teamsters stood tall, and they jumped through every hoop and hurdled that was placed in front of them.

Police officers have historically had the mentality that they had to be represented by other police officers, somebody who walked in their shoes and faced what they faced. Convincing them that they could gain the power that they needed by joining hands with workers from every field was a tough sell, but we did it. They now understand that we need the bus operators, the freight workers, the airline workers, the warehouse workers, and every other laborer in this country in order to make this work.

After all is said and done, our officers now realize, just like you and I, that if we're all together, we're going to gain the power and the influence that we need.

Back in December of 2005, a vote was held to end 28 years of weak representation by the FOP in Nashville. Officers voted to send the FOP packing. This was a significant victory in that it was in the hometown of the national headquarters of the FOP.

(Applause)

Three months later, the city finally held an

FIRST DAY—AFTERNOON SESSION

election giving our officers the right to choose. Although the choice was clear after the FOP was decertified, the city wasn't ready to let them go. They allowed them back on the ballot to challenge the Teamsters. Officers saw through that smoke screen, and the Teamsters won that election hands down.

With great support from the staff at the IBT, we're working on training — a first strong contract for Nashville's Finest. The city balked in the beginning as we started our negotiations, but in recent weeks they've realized that the Teamsters have the power, the political influence and the expertise to have it happen. As of early last week, we have tentative agreements on all but two of our original proposals, and we expect success on the other two when we finish our business here in Las Vegas.

(Applause)

Nashville police officers are now proud Teamsters. Thank you, General President Hoffa, for your visit to Nashville and your strong message and support. That was a huge benefit to us. To Jimmy Neal, the President of Local 327, thank you for opening your doors to us. We certainly appreciate it, and we're going to be there for you.

(Applause)

As well, I've got to say thank you to Jesse Case, these members of the SWAT team, as well, who spent countless hours away from their families to come to Nashville and help us. We're going to do the same for them.

I could go on and on with the gratitude, but mostly I want to say on behalf of all Teamsters cops in Nashville, I want to thank you, Brother and Sister Teamsters, for giving us the knowledge and the power to succeed. Thanks.

(Applause)

REPORT OF THE CONSTITUTION COMMITTEE (Resumed)

GENERAL PRESIDENT HOFFA: Our next

order of business will be a partial report of the Constitution Committee. We will work our way through the Constitution for some part of each day throughout the convention taking it paragraph by paragraph. We will take up each article of the Constitution in order, beginning with the Preamble.

Today we will start with the Preamble and attempt to work our way as far as we can through Article V, then we'll quit.

Will the Reading Clerk Meline Juarez please step forward.

COMMITTEE CO-CHAIRPERSON KEEGEL: Mr. Chairman, I will go through the Constitution article by article, and where there is a change required, I will ask Sister Juarez to read the change to — the amendment to the Constitution.

We'll start first with the Preamble.

Preamble. The Constitution Committee recommends no change.

(Shouts from the delegation.)

GENERAL PRESIDENT HOFFA: Okay. Mike 1.

(Shouts from the delegation.)

DELEGATE TOM LEEDHAM, IBT Local 206, Portland, OR: Mr. Chairman —

GENERAL PRESIDENT HOFFA: Wait a minute, wait. Please, please. Guys, we can't have this. We've got to get done with this. If they've got an amendment, we will vote on it.

If they want an amendment, let's have it forward.

You've got an amendment, please step forward.

DELEGATE LEEDHAM: Yes, I do.

GENERAL PRESIDENT HOFFA: Amendment to the Preamble. Go ahead.

DELEGATE LEEDHAM: Yes, I do, Mr. Chairman. Before I make this motion, a point of personal privilege regarding the personal attack that was made —

(A chorus of "Boos" from the delegation.)

FIRST DAY—AFTERNOON SESSION

— a little earlier. May I respond to that, Mr. Chairman? May I respond to that?

GENERAL PRESIDENT HOFFA: Brothers, give him a moment, please.

DELEGATE LEEDHAM: May I respond to that personal attack that was made earlier?

GENERAL PRESIDENT HOFFA: Please go ahead. It's already been done once. Go ahead.

DELEGATE LEEDHAM: Mr. Chairman, a personal attack was made over here in regard to a contribution.

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Come on. It will go faster.

DELEGATE LEEDHAM: I just want the delegates to know that a protest has been filed; I'm sure it will be determined. But that contribution was made from a cousin of Chris Roos who is not a labor attorney. He is a patent lawyer, and that will come out in the protest that's been filed.

Thank you, Mr. Chairman, for that.

GENERAL PRESIDENT HOFFA: Do you have an amendment to the Preamble?

DELEGATE LEEDHAM: I rise to amend the report of the Constitution Committee. My name is Tom Leedham. I'm a proud Teamster from Local 206.

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Let him talk.

DELEGATE LEEDHAM: Thank you, Mr. Chairman. I move to add two new paragraphs to the end of the Preamble:

"The International Brotherhood of Teamsters was built on the principle of strong local unions. This Constitution recognizes and respects the concept of autonomous local unions as the central element of democratic unionism. It is strong, autonomous local unions that best provide for and serve the interests of Teamster members. With the sole exceptions of International auditors and temporary trustees,

duly appointed in accordance with Article VI, Section 5, 'No International Union officers, staff or employees, shall be permitted to involve themselves in the activities of a local union without an invitation from the principle officer or executive board of the local union, and any such interference shall be a violation of this Constitution.'"

Brother Chairman, if I get a second, I would like to speak on the motion. Thank you.

GENERAL PRESIDENT HOFFA: All right. Do we have a second?

Mike 5. Mike 5.

Mike 4?

UNIDENTIFIED DELGATE: It's the odd mike.

GENERAL PRESIDENT HOFFA: We're looking for a second, and it should be — since it's not — it should come from an odd mike. Mike 5.

DELEGATE TOM GILMARTIN, IBT Local 559, South Windsor, CT: Thank you, Mr. Chairman. I second the motion, and I would respectfully ask to be —

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: All right. We have a second. All right. Back to mike 1. Go ahead. You wanted a right to speak. Go ahead.

DELEGATE TOM LEEDHAM, IBT Local 206, Portland, OR: Thank you, Mr. Chairman. This amendment speaks for itself. It preserves the Teamster tradition of building Teamster power from the bottom up. It protects local autonomy when some in the labor movement want to move our union toward top-down centralization. That's what this amendment is about, not about whether we have national campaigns.

We're all here to build Teamster power, International Teamster power. This amendment is about how we're going to do it. I say we do it the Teamster way, by coordinating strong autonomous locals. We need more national

FIRST DAY—AFTERNOON SESSION

campaigns, more national coordination, more national contracts, more national power. The question is not do we need coordinated campaigns. The question is: Will Teamster leaders — leaders who have actually led local unions — will Teamster leaders have a voice in coordinating these campaigns?

Thank you, Mr. Chairman.

GENERAL PRESIDENT HOFFA: Thank you.

Mike 4.

DELEGATE CHARLES A. WHOBREY, IBT Local 215, Evansville, IN: Mr. Chairman, I'm an elected Hoffa delegate from Local 215 in Evansville, Indiana.

(Applause)

GENERAL PRESIDENT HOFFA: Wait a minute. Just a minute, Chuck. It's late in the day. Just give us a chance; we're going to get through this. Let's have a chance to have some discussion. We have a motion, we have a second, and now we're into discussion. Chuck Whobrey at mike 4.

DELEGATE WHOBREY: I rise in opposition to this amendment. This amendment is redundant and pure political posturing. The Preamble of the Constitution already states, in entering this new relationship with the IBT, the local unions preserve their autonomy and the identity and structure, as the International, based upon the concept that the heart of the local is the membership, and the core of the International must be its locals. As the local unions must reflect their interests of their members, so, too, must the International Union be responsive to the needs of the locals which brought it into existence.

If only TDU practiced local union autonomy when they were in power the way they preach it now, Local 215 would have 1200 more members.

(Applause)

In 1986, we started an organizing campaign

with a TJ Maxx warehouse in Evansville, Indiana, with the support of Jackie Presse. We won that election under Billy McCarthy's regime. When Ron Carey was president and Tom Leedham was the Warehouse Division Director, we were ordered to withdraw. I urge you to reject this amendment.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 5.

DELEGATE TOM GILMARTIN, IBT Local 559, South Windsor, CT: Thank you, Mr. Chairman. Mr. Chairman, first a question, please.

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Listen up, please. Go ahead with the question.

DELEGATE GILMARTIN: I have one question and a brief comment. The brother that just spoke at mike 4 referred to a paragraph that is missing from the Constitutional document here. I think that's just a mistake. Could I have that confirmed? It's the second paragraph.

GENERAL PRESIDENT HOFFA: The Constitution speaks for itself. Go ahead. Do you have a question?

DELEGATE GILMARTIN: But this document omits that paragraph, and I think it's unintentional.

Here's my comment, though: This is not a redundancy. The most recent example of the need for a restatement specific and clear of local autonomy is this administration's recent move to split from the AFL-CIO and form a Change to Win coalition without formally involving the locals, the members, or the joint councils. I urge support of this amendment.

Thank you, Mr. Chairman.

GENERAL PRESIDENT HOFFA: All right. Mike 2.

(Shouts from the delegation.)

All right. We'll go to mike 6.

DELEGATE SUE MAUREN, IBT Local 320, Minneapolis, MN: I'm a proud Hoffa dele-

FIRST DAY—AFTERNOON SESSION

gate, and I rise to speak in opposition to this ridiculous amendment. It's full of ironies. It's very ironic the TDU is proposing an amendment that would prohibit our International Union from sending representatives into locals that may be corrupt, and it would prevent our International from doing an investigation of those locals. In fact, the end result would be that corrupt locals would be allowed to operate unimpeded and unaided by any investigation on behalf of our International Union. It denies our International the ability of protecting our members from corrupt local unions.

I urge the delegates to vote this resolution down, because this resolution sucks just like TDU.

(Standing ovation)

GENERAL PRESIDENT HOFFA: Mike 3.

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: I'm Sandy Pope, Teamsters Local 805.

(A chorus of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Let her talk.

DELEGATE POPE: I rise to support this amendment. I don't think we should debate the Constitutional proposals that will govern our future at this critical time with name calling or arguing about who did what in the past. Look at this proposal. It provides basic protections for our elected local leaders and for our members. That's basic. Why is this important? Because we can't take on and organize the corporations and can't mobilize and excite our members to win if we have a top-down structure.

This isn't about limiting the power of International officers, it's about the right structure to build Teamster power. The International has the power to launch big campaigns, plan strategy, bargain new national contracts. The locals are the partners that can make these programs work. I urge you to judge this as Teamster leaders, and I think you will then support it. I

urge you not to be afraid to stand up for what you believe in and recognize the fact —

(A chorus of "Boos" from the delegation.)

Wow.

GENERAL PRESIDENT HOFFA: Let her speak.

DELEGATE POPE: To use your conscience on these things and understand that nobody wants heavy-handed interference in their unions when there's no good reason to do it, which we have witnessed time and time again. Thank you.

GENERAL PRESIDENT HOFFA: Thank you.

Okay. Mike 2.

DELEGATE AL R. MIXON, IBT Local 507, Cleveland, OH: Mr. Chairman, I'm a proud Hoffa Slate delegate out of Local 507.

(Applause)

I, too, oppose this amendment change, and I urge this delegation to do likewise. This amendment would keep the government of Teamsters forever. The government will see this as a step backwards.

(Applause)

GENERAL PRESIDENT HOFFA: Very good. Thank you.

Mike 4.

DELEGATE JIM KABELL, IBT Local 245, Springfield, MO: All right. I'm the secretary-treasurer of Local 245 in Springfield, Missouri. I'm the president of the Missouri-Kansas-Nebraska Conference of Teamsters.

I also rise in opposition to this particular motion. We don't need it. You've had your constitution read to you, you know what the Preamble says. It says that your autonomy is protected. But along with that autonomy that we have, we also have responsibility to act fairly with our membership. If a local union doesn't act fairly, the International Union has to have some ability to deal with those matters. That's what this is about that's in the current Constitution that we have. There's balance that's there.

FIRST DAY—AFTERNOON SESSION

(Applause)

But I want to remind you about some things that happened ten years ago in Philadelphia, if you all were there. And I want to tell you about something that my folks taught me about watching out for wolves in sheep's clothing. That's exactly what's going on here.

Let me read to you what TDU had to say in 1996. "Democratic local unions have nothing to fear from the International Union. In fact, they have much to gain. Local union autonomy cannot be a shield behind which unethical or corrupt practices may be conducted." That was TDU then.

Now they've done 180-degrees and they say the opposite. Folks, I want to tell you, it's not a sheep, it's a wolf, it's TDU. Vote "no" on this amendment.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE JOHN WILLIAMS, IBT Local 117, Tukwila, WA: I rise to speak against this amendment. It doesn't protect workers. Except for the act of extreme hardship, the IBT couldn't enforce standards or protect workers from one local undercutting another. It opens the door to employers to shop locals to see where they can get the best deal. The IBT needs to maintain the opportunity to protect workers and protect members from sweetheart deals. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 1.

Nobody at 1?

Mike 1.

DELEGATE STEFAN OSTRACH, IBT Local 206, Portland, OR: This has nothing to do with preventing investigation of corruption or of not being able to intervene in local unions that are corrupt. There are explicit exceptions for International auditors and for the trusteeship process. What this will prevent is the use of political personal representatives to come in and tromp on local officers and the members, that's what it's about.

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE LUCIO REYES, IBT Local 601, Stockton, CA: Mr. Chairman, I'm a proud delegate for the Hoffa Slate.

(Applause)

I believe it's enough discussion, let's call for the question. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Is there a second for the call for the question?

Mike 2.

DELEGATE BOB BOUVIER, IBT Local 1999, Montreal, QC, CAN: I'm a proud Hoffa delegate from Montreal, Canada. I want to speak against the resolution. I think we're enjoying presently the most autonomy that we can find in our local union than any other union constitution doesn't have. I don't think we need at the end something that if somebody does something wrong that we have to go in there and send some personal representative.

The General President has to have the power to do this. This International is growing because we've got leadership and we've got to maintain it and respect also and always the autonomy of the local union. So, Mr. President, I recommend that everybody votes against this resolution, and I call for the question.

GENERAL PRESIDENT HOFFA: You've called for the question twice. Is that a second?

Mike 2, is that a second?

UNIDENTIFIED DELEGATE, IBT Local 179, Joliet, IL: Yes. I'm with Joint Council 25. They talk about this is the future. If the future is with TDU, our future is fucking gone. We should vote on this and vote it down.

GENERAL PRESIDENT HOFFA: Watch your language.

Is there a second to close debate?

Where is the second?

UNIDENTIFIED DELEGATE: I second that.

GENERAL PRESIDENT HOFFA: All right. We've got a second. We have a motion to close

FIRST DAY—AFTERNOON SESSION

debate on the proposed amendment. All those in favor of closing debate, signify by saying aye.

Anybody for it?

Anybody against it?

All right. Now, we've disposed of that, we've closed debate.

Now we're going to vote on the amendment that's been proposed. All those in favor of the proposed amendment to the Preamble, signify by saying aye.

Those against the amendment.

It is defeated.

(Applause)

COMMITTEE CO-CHAIRPERSON

KEEGEL: Mr. Chairman, under Article I, the Constitution Committee recommends adoption of a new Section 3.

...Reading Clerk Juarez presented the following:

ARTICLE I

Section 3 This International Union is proud of its history of unifying a diverse group of working men and women from different cultures and ethnic backgrounds in order to advance their economic, social, and political interests. We are committed to the development of an organization which values and encourages the participation of women, individuals of various sexual orientations and members of racial, cultural, and ethnic groups in the policymaking and leadership roles at all levels of the International Union and its affiliated bodies. In furtherance of its commitment to the participation of its diverse membership, the International Union will develop educational programs that emphasize the importance of diversity for use at the national, regional, and local levels of the organization. Through education and training, the International Union and its affiliates will promote policies and practices which encourage a cross-section of the membership to express their ideas, participate in decision-making and to gain leadership roles.

GENERAL PRESIDENT HOFFA: Is there a motion to accept the amendment?

Mike 2.

DELEGATE CHERYL JOHNSON, IBT Local 20, Toledo, OH: I'm director of the IBT Human Rights Commission.

(Applause)

The Human Rights Commission had a five-year plan approved by this great General Executive Board and we ask the delegates and alternates to approve this because diversity matters. Thank you.

GENERAL PRESIDENT HOFFA: Okay. Is there a second?

Mike 2.

DELEGATE KENNETH PAIGE, IBT Local 891, Jackson, MI: Mr. President, second such motion.

GENERAL PRESIDENT HOFFA: All right. We have a motion and a second. Any discussion?

I don't see any lights lit up. I'm going to call for the question. All those in favor of the amendment, signify by saying aye.

Anybody opposed?

The amendment on diversity passes.

(Applause)

COMMITTEE CO-CHAIRPERSON

KEEGEL: Article II, "Jurisdiction, Membership and Eligibility to Office." Under Article II, Section 1(a), the committee recommends adoption of the proposed amendment.

...Reading Clerk Juarez presented the following:

ARTICLE II

Section 1 (a). This organization has jurisdiction over all workers including, without limitation, teamsters, chauffeurs, warehousemen and helpers; all who are employed on or around horses, harness, carriages, automobiles, trucks, trailers, aircraft and all other vehicles hauling, carrying, or conveying freight, merchandise or materials; automotive sales, service, and maintenance employees; garage workers and

FIRST DAY—AFTERNOON SESSION

service station employees; warehousemen of all kinds employed in warehouse work, stockmen, shipping room employees, and loaders, that is, persons engaged in loading or unloading freight, merchandise, or other materials on, to, or from any type of vehicle; all classes of dairy employees, inside and outside, including salesmen, brewery and soft drink workers; workers employed in ice cream plants; all other workers employed in the manufacture, processing, sale and distribution of food, milk, dairy, and other products; all truck terminal employees; cannery workers; all craft or classes of airline and rail employees, including locomotive engineers and maintenance of way workers; office, technical and professional employees; health care employees; agricultural employees; public employees; all classifications of employees in the graphic communications industry; law enforcement personnel and industrial employees.

GENERAL PRESIDENT HOFFA: Okay. There is a motion that has been read which expands our jurisdiction in recognition of what's happened here with our new merged unions. Is there a motion to adopt this amendment?

Henry Perry, mike 2.

DELEGATE HENRY PERRY, IBT Local 667, Memphis, TN: Mr. Chairman, I'm an IBT Trustee on the Hoffa-Keegel Slate. I have a motion to accept.

GENERAL PRESIDENT HOFFA: Okay. Is there a second?

Mike 4.

DELEGATE TERRENCE J. HANCOCK, IBT Local 731, Burr Ridge, IL: General President Hoffa, I proudly second the motion.

GENERAL PRESIDENT HOFFA: We have a motion and a second. Is there discussion?

Look around the room, I see no lights lit up. I'm going to call for the question. All those in favor of the amendment, signify by saying aye.

Anybody opposed?

None being heard, it passes.

COMMITTEE CO-CHAIRPERSON
KEEGEL: Mr. Chairman, under Article II,

Section 2(a), the Constitution Committee recommends the change to — amendment.

...Reading Clerk Juarez read the following:

ARTICLE II Membership

Section 2 (a). Any person shall be eligible to membership in this organization upon compliance with the requirements of this Constitution and the rulings of the General Executive Board. Each person upon becoming a member thereby pledges his honor; to faithfully observe the Constitution and laws of the International Brotherhood of Teamsters, and the Bylaws and laws of his Local Union; to comply with all rules and regulations for the government of the International Union and his Local Union; to faithfully perform all duties assigned to him to the best of his ability and skill; to conduct himself or herself at all times in such a manner as not to bring reproach upon the Union; to take an affirmative part in the business and activities of the Union and accept and discharge his responsibilities during any authorized strike or lock-out; that he will not divulge to nonmembers the private business of the Union unless authorized to reveal the same; to never knowingly harm a fellow member; to never discriminate against a fellow worker on account of race, color, religion, sex, age, physical disability, sexual orientation, or national origin; to refrain from any conduct that would interfere with the Union's performance of its legal or contractual obligations; and at all times to bear true and faithful allegiance to the International Brotherhood of Teamsters and his Local Union.

GENERAL PRESIDENT HOFFA: Thank you. This is an amendment by the committee adding the words "sexual orientation" to Section 2(a). Is there a motion with regard to this?

Mike 2. Motion to accept the amendment?

FIRST DAY—AFTERNOON SESSION

DELEGATE BOB HOGAN, IBT Local 714, Berwyn, IL: Yeah, I make a motion to accept the amendment.

GENERAL PRESIDENT HOFFA: Okay, very good.

Do we have a second?

Mike 4.

DELEGATE TOM CLAIR, IBT Local 726, Chicago, IL: Mr. Chairman, I'm secretary-treasurer, Local 726, Chicago. I second the motion.

GENERAL PRESIDENT HOFFA: We have a motion and a second. Thank you very much.

Is there discussion?

Looking around the room, I don't see any lights lit up. Okay, we're going to vote the motion.

All of those in favor of the amendment, signify by saying aye.

Anybody opposed?

None being heard, it is amended.

Okay, back to mike 2.

DELEGATE E.L. PRUIT, BLET Local 780, Yucaipa, CA: Brother Chairman, I'd like to ask for reconsideration in regards to Section — Article II, Section 1(a), insofar as we need to include where it says, "other vehicles and trains hauling, carrying or conveying freight merchandise" — we need to add "and trains" in there.

In it where you talk about your underline where it says, "including locomotive engineers," should say, "including locomotive engineers, trainmen and maintenance of way workers." Add the word "trainmen."

This is E.L. Pruitt, I'm a delegate, Division 780.

GENERAL PRESIDENT HOFFA: Well, Brother, I think you're out of order because that wasn't submitted to the committee. So we can't do it that way, but I appreciate your help. And we're going to move on. Thank you.

COMMITTEE CO-CHAIRPERSON KEEGEL: Continuing on, under Article II, no change to (b), no change to (c).

GENERAL PRESIDENT HOFFA: Mike 5.

DELEGATE TIM BUBAN, IBT Local 200, Milwaukee, WI: Mr. Chairman, I'm secretary-treasurer of Teamsters 200 in Milwaukee, an elected Leedham delegate and a proud member of the Tom Leedham Slate.

I move to amend the report of the Constitution Committee to add to Article II, Section 2(b), the following: "Teamster members are entitled to accountable pension and health and welfare trustees. Where members participate in benefit trusts that are governed by union agents or jointly by union agents and employer agents, members should be assured of accountability of those trustees selected by the union. This accountability should be through election of union officers who serve as trustees or other means which provide direct membership input.

"Anti-labor legislation prevents the union in many cases from directing our benefit funds or even our own union-designated trustees. In those cases where benefit funds are large enough to encompass substantially entire Teamster regions, then the International Union shall support trust amendments that ensure that the Regional Vice Presidents, elected by the Teamster membership, shall serve as union trustees ensuring accountability via direct election every five years.

"Union trustees shall at all times uphold the right of Teamsters to the best possible benefits in accord with prudent fund management. The union shall expect union trustees to take all reasonable measures to avoid pension and benefit cuts, including moving to have experts, actuaries and legal staff that answer to the union trustees if necessary."

Mr. Chairman, I would like to speak on my motion after I get a second. Thank you.

GENERAL PRESIDENT HOFFA: Okay. Is there a second to the motion?

Mike 3. Mike 3.

There's nobody at mike 1.

FIRST DAY—AFTERNOON SESSION

DELEGATE DARRYL CONNELL, IBT Local 200, Milwaukee, WI: Mike 3. Mike 3.

I'll second it. I wish to speak on the amendment.

(Shouting from the delegation.)

GENERAL PRESIDENT HOFFA: Everybody calm down here.

All right, do you have a second over there at mike 3?

DELEGATE CONNELL: Yes. Darryl Connell, Teamsters Local 200 in Milwaukee, Wisconsin. I would like to second this motion and speak on it, if I may.

GENERAL PRESIDENT HOFFA: All right. We have a second, now we're going to have discussion. The original proposer wanted to speak.

Go ahead, Buban.

DELEGATE TIM BUBAN, IBT Local 200, Milwaukee, WI: Teamster members expect the employers and the corporations to keep them in the dark. But what the members never expect is for their own union pension fund trustees to keep them in the dark. This is what I and the Local 200 delegation here today want to change.

Local 200 members back in Wisconsin sent us here to address the pension issue. And on behalf of every Local 200 member who plans on retiring some day, I propose that the veil of secrecy surrounding our pension funds be lifted. I propose — we propose that pension fund trustees be elected by the rank and file, and that pension fund information — and by that I'm talking about the actuarial valuation data — be shared with the people who put their hard-earned money into the retirement plans in the first place, our members.

Accountability and information to our members, that is what this amendment is about. After I finish, I have no doubt that there will be delegates who will come up here to the mike and say that all is well with our pension funds. But I can promise you, that won't play at Local 200 in Milwaukee. After the way our pensions have

been cut over the last few years, I think deep down every delegate here today knows that isn't going to play back in your home local either.

To those of my fellow delegates who choose to oppose this common-sense amendment, remember this: What happens in Vegas doesn't necessarily stay in Vegas. Your members are going to want to know. Your members are going to want to know why you chose not to act on this fair-minded issue.

(Shouts of "Boos" from the delegation.)

To my fellow delegates who choose to support this high-road amendment, you can go home and be proud to tell your members that you did the right thing for their members and their families and their retirement security. Thank you.

(Shouts of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: All right, thank you.

All right. The brother over here reserved, the seconder. Go ahead.

DELEGATE DARRYL CONNELL, IBT Local 200, Milwaukee, WI: You spoke this morning, Mr. President, about one member, one vote. That's what you said this morning. You talk about holding corporations accountable to our union brothers and sisters and in their corporate board rooms. Why not set an example for our members with accountability of our pension trustees? After all, it's their money.

Why not give them the biggest bang for the buck we can get with one member, one vote for elected trustees. It will not cost the International one extra penny and any extra election to have this done.

I rise in support of this amendment. Thank you.

GENERAL PRESIDENT HOFFA: Thank you.

Mike 4. Mike 4. Mike 2 I meant.

VICE PRESIDENT AT-LARGE GEGARE: Thank you, Mr. President. Fred Gegare, Joint

FIRST DAY—AFTERNOON SESSION

Council 39 president. I stand in opposition of this proposal from TDU and Local 200. The reason being is that I have to tell you a story.

You talk about a couple of sham guys that have the audacity to come here and lie to this delegation, I'm going to tell you the truth what's going on at Local 200. They have their own health and welfare fund.

Do you recall when they ran for office, they ran that they were going to have elected trustees on their health and welfare fund? You know what they did? Buban hand picks his trustees. He just picked the money bag guy, Joe Fayhey from Local 912 out of Watsonville, California, to serve on as a trustee.

They had a meeting, Mr. Hoffa, on April 11th, the trustees had a meeting to talk about the health and welfare allocation of 60 cents in a National Master Freight Agreement to be allocated to the pension. At that meeting they voted to allocate that 60 cents to the pension. That night they had a general membership meeting and they couldn't even answer the questions of the membership what happened at the trustees meeting.

You know what they did? They bullshitted their own general membership meeting. They went on and they got bamboozled by their own retirees.

I want to tell you something here, brothers and sisters. This local union does not practice what it preaches. Now they're going out there saying that it's the General President's fault for not having enough money for health and welfare; it's Tyson Johnson's fault for not having enough money for the health and welfare.

They don't know how to make the hard decisions. All they're doing is using this for a campaign purpose this fall.

I urge you to reject this and to stand by what we have now. Thank you very much.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 4.

VICE PRESIDENT FLYNN: Mr. Chairman,

—

GENERAL PRESIDENT HOFFA: Go ahead, Pat.

VICE PRESIDENT FLYNN: Mr. Chairman, I stand before you as a delegate from Teamsters Local 710 in Chicago.

(Applause)

For the last two weeks I have been working with a number of the other International Vice Presidents and Joint Council Presidents on the Constitution Committee. As I stated there and I'll state here today, it makes no difference to me what political organization proposed this proposal. It's not political to me, it's personal.

I'm going to use myself as an example, and maybe in this case as a bad example, but it's an honest example. In 1996, I ran for the first time as International Vice President, and I won. Under this proposal, that would have automatically made me a trustee on pension funds and health funds that I don't have the knowledge, nor do I have the ability, to fulfill that position.

In 2001, again I ran as International Vice President, and again I won. And again I can say this: Although I come from a local union that has a large health and welfare pension fund, I have a wonderful president in my local, Jim Dawes, that takes care of those funds.

(Applause)

Many of the local unions and many of the International Vice Presidents come from unions that do not have funds. And not unlike myself, they are not qualified to step into that trustee position.

I will once again, I believe, tomorrow be nominated to run as Vice President again. And I like to think that I do a pretty good job at it and I like to think I'm qualified to do that job, but I am not qualified to be a trustee of a fund as large as the Central States. And this proposal would mandate that I would be one.

I strongly encourage you to vote against it.

FIRST DAY—AFTERNOON SESSION

(Applause)

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE BRAD SLAWSON, IBT Local 120, St. Paul, MN: Mr. Chairman, I'm a proud Hoffa delegate. All my life I have opposed TDU for their bullshit that they are pulling here today.

They come to one amendment and they want autonomy. The next time they want to take the autonomy away from the local unions and force it upon the International. The Constitution now does not allow the International to take your health funds away from you, and now they want them to do that.

They come to the table for political reasons. When Buban took office, he went to the membership and told them he wouldn't lie to them. The next day he went and cut his health and welfare without telling his membership. He took it from \$50 for the retirees and moved it to \$400, never told the membership.

Let's find out who's lying here. Don't support these people, don't support this membership. Vote this amendment down. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 3.

DELEGATE LEONARD STOEHR, IBT Local 728, Atlanta, GA: Mr. Chairman, I'm proud to be a Tom Leedham delegate.

(Shouts of "Boos" from the delegation.)

We all know that worker pension plans are under attack. The largest Teamster employer, United Parcel Service, is out to bust our pension fund by pulling out of it. UPS management is counting on members not being willing to fight to defend our pension funds, and they are relentless.

This motion says we want accountability to our members and we want our members to see the pension and health funds as their own. Accountability to members, trust in members, every member of this union, a leader in this union; that's what our union is about, that's what this amendment is about. Thank you very much.

GENERAL PRESIDENT HOFFA: All right. Mike 2.

VICE PRESIDENT SANTANGELO: Mr. Chairman, I'm a proud Hoffa delegate.

(Applause)

The reality is that all five Western Vice Presidents already are trustees on the Western Conference of Teamsters Pension Plan. But to demonstrate the damage of a proposal like this, is that if this amendment had been in effect during the Carey administration, we in the West would have had our trustees like Ken Mi, Tom Shea and Tom Leedham.

(Shouts of "Boos" from the delegation.)

It's a good thing we didn't have the Carey/Leedham administration embezzlers overseeing our pension fund or we would now be the smallest Taft-Hartley rather than the largest in the country. Thank you, Brother:

I oppose this amendment.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE DAVE LAUGHTON, IBT Local 633, Manchester, NH: Mr. Chairman, I'm secretary-treasurer of Local 633 and Joint Council 10 and a proud Hoffa delegate.

I think what the people are missing that are making this proposal is that we are accountable, we're accountable to the federal government for everything that we do. I have served as a trustee on the funds for 30 years and stand for election every three years.

My brothers and sisters here in my joint council will tell you that I have never changed any of the benefits without telling them why and how it's happened. We do have to make difficult decisions and we make those difficult decisions but not behind any dark room or behind any closed door. They know, they have knowledge, they'll tell you.

I'm sure all the rest of the trustees around the country stand for election just like me. And you can't separate — when you stand as a trustee

FIRST DAY—MORNING SESSION

and you're running as a union official, it comes over to you. We do the right job for the right reasons and make the decisions, the right decisions.

I say we should oppose this amendment. Thank you, Mr. President.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE KEVIN McCAFFREY, IBT Local 707, Hempstead, NY: Mr. Chairman, I'm a proud Hoffa delegate from Local 707 in New York. I rise in opposition to this proposal.

This smacks of the snake oil salesman of the old west. It's a blatant attempt by the TDU to try and trick these people into thinking that any kind of proposal will improve the crisis in the national health care and our pension benefits. This proposal will not allow for any more information that the members don't already have now.

This only serves to politicize the process. As a fund trustee who's had to make the responsible and sometimes difficult decisions, I can tell you that politics has no place in that decision-making process.

What the TDU should be doing here is proposing resolutions and amendments that speak to our difficult fight for national health care and legislation to protect defined benefit pension plans. Thank you.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 3.

DELEGATE DAVID THORNSBERRY, IBT Local 89, Louisville, KY: Mr. Chairman, I'm a 19-year Teamster and I drive a package car for UPS. I'm also a proud Leedham delegate, and I rise to speak in favor of this amendment.

(Shouts of "Boos" from the delegation.)

Members are mad and they want change. Change can be positive or negative. Negative change is when members say they will go along with the company in pulling out of the pension fund. That's our challenge. We need to rally our members to defeat that, and this motion helps us do that.

This is a positive change to say we want more accountability. I've heard today the same things the members say back home about the pension benefit cuts: Give it back. Give it back.

(Shouts of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Mike 2.

VICE PRESIDENT AT-LARGE CAM-MACK: My name is Randy Cammack and I'm a proud Hoffa delegate.

(Applause)

I think 99 percent of the people in this room know that the responsibility of a fiduciary who's a trustee on any plan has to transcend politics. The minute that politics become involved — and the concern that we have in any trust fund, whether it be pension and health and welfare, it will be destroyed.

It's unbelievable that this plan is being fostered by the very same people who destroyed financially this great International Union. Thank God for Jim Hoffa and his administration who put it back together.

This is absolute bullshit. I mean, if you can think about how they operate in terms that — their bylaws allow them to not allow people who have differing opinions. Now, how would that be if they were a trustee on a plan and someone has a different opinion? Well, you're out.

That's not democracy in any form that we as Teamsters understand, believe in. We love this organization and we're sworn to protect the members. They've already demonstrated, they've done everything they could to destroy this great union. And they can go to hell.

(Applause)

GENERAL PRESIDENT HOFFA: Mike 4.

DELEGATE CHUCK WHOBREY, IBT Local 215, Evansville, IN: Mr. Chairman, I'm a Hoffa delegate from 215 in Evansville, Indiana. I think the single-most irresponsible thing you can do is play politics with our members' pensions. I urge you to defeat this motion.

FIRST DAY—MORNING SESSION

I happen to be a trustee at Central States and I happen to have gone to at least eight or ten different local unions talking to the members, talking about the difficult choices we made.

The phoniness of this proposal is the International Union is not the appointing authority of the trustees at Central States or any other fund. We stand for election from the election board.

I urge you reject this phony proposal.

(Applause)

GENERAL PRESIDENT HOFFA: 2, mike 2.

DELEGATE JOHN COLI, IBT Local 727, Chicago, IL: Mr. Chairman, I'm a proud Hoffa delegate, president of Joint Council 25 in Chicago. Mr. Chairman, the truth of the matter is that this amendment is not enforceable. It has no legal weight whatsoever and cannot be binding on any trust fund.

It is a sham. It's a political maneuver for purposes that we should not even be wasting our time with here. We all support secure pensions and health care, but responsible leadership means being truthful with our members not passing worthless and meaningless amendments.

The trust funds in question are not subordinate bodies of the IBT. The IBT has no authoritative control over the funds and should not pretend that holding sham hearings would have any impact on benefit levels or electing trustees.

I urge a defeat of this amendment. Thank you.
(Applause)

GENERAL PRESIDENT HOFFA: Mike 2.

DELEGATE TOM CONELIAS, IBT Local 851, Valley Stream, NY: Brothers and sisters, I'm proud to serve as an elected Hoffa/Keegel delegate from Local 851 at JFK Airport in New York City.

Brothers and sisters, I find it incredibly ironic that the TDU Slate got up to lecture you on the issue of good pensions. Well, let me tell you a story.

You should know what candidate from TDU, Sandy Pope, has done to the pension and the members of Local 805 where she served as pension fund manager and is now the principal officer. Sandy for years told the members that she was managing their pension just fine. But when she was negotiating with major employers, she let them cut their monthly pension contributions from over \$200 to less than \$20.

Then Sandy lowered the boom. She froze members' pension accruals. She eliminated the members' best benefit, the right to retire after 25 years at any age. As it is often the case when you deal with Sandy and the TDU, you have to watch what they do, not listen to what they say.

Brothers and sisters, we've had enough fakery, vote this amendment down:

(Applause)

GENERAL PRESIDENT HOFFA: Mike 6.

DELEGATE FRANK GILLEN, IBT Local 500, Philadelphia, PA: Mr. Chairman, I'm from Philadelphia, Joint Council 53. I make a motion that we close debate on this motion.

GENERAL PRESIDENT HOFFA: There is a motion to close debate. Is there a second to the motion to close debate?

DELEGATE BUD RAVER, IBT Local 413, Columbus, OH: I'm a proud Hoffa delegate, I second the motion.

GENERAL PRESIDENT HOFFA: Okay. There's a motion and a second to close debate. All those in favor of closing debate, signify by saying aye.

Anybody want to keep the debate going?

None being heard, debate is closed.

Now we go to the original motion, and the original motion as we've been talking about is Bujan's amendment with regard to benefit funds. All those in favor of that amendment, signify by saying aye.

Those opposed?

The amendment is defeated.

(Applause)

COMMITTEE CO-CHAIRPERSON

KEEGEL: Mr. Chairman, the next change on Article II, Section 4, comes with a Constitution Committee's recommendation for adoption.

Please read the change.

...Reading Clerk Juarez read the following:

ARTICLE II

(4). The requirement of continuous good standing and working in the jurisdiction and the obligation to take a transfer card or an honorable withdrawal card, as provided in this Constitution, shall not be applicable to any officer, employee, or member during a leave of absence granted to such officer, employee, or member with the approval of the Local Union Executive Board. Members in a reserve component of the military or National Guard who are called to active service lasting more than thirty (30) days but not more than twenty-four (24) consecutive months, shall be considered to be on Union approved leave of absence without any further action by the Local Union Executive Board. During such leave, the member shall not be obligated to pay dues beginning with the month in which the member commences his active duty, and the Secretary-Treasurer shall mark the member as exempt, notwithstanding the requirements of Article XXIII, Section 7. The member shall notify the Local Union that he has been released from active service within thirty (30) days and will be responsible for paying his dues beginning with the month following the month of release. In the event the member remains in active service after twenty-four (24) months, the member must pay dues for the month following the expiration of the twenty-four (24) month period in order to remain in good standing. During the period of approved leave or for a maximum of twenty-four (24) months of active service, the Local Union may not issue a withdrawal card without the member's request, notwithstanding any provision of Article XVIII, Section 6 or 7.

GENERAL PRESIDENT HOFFA: Is there a motion to accept this amendment?

Mike 2.

DELEGATE DENIS TAYLOR, IBT Local 355, Baltimore, MD: Mr. Chairman, I'm president of Joint Council 62. I'd like to make a motion to accept this amendment, and I'd like to speak on the amendment if I get a second.

GENERAL PRESIDENT HOFFA: Okay. Is there a second?

Mike 4.

DELEGATE BILL LICHTENWALD, IBT Local 20, Toledo, OH: Mr. Chairman, I second the motion for the amendment.

GENERAL PRESIDENT HOFFA: Okay. Go ahead, mike 2.

DELEGATE DENIS TAYLOR, IBT Local 355, Baltimore, MD: Mr. Chairman, I rise to support this amendment. The Teamsters Union has a proud tradition of supporting and recognizing the service of the men and women who unselfishly wear the uniform of the Armed Forces in both the United States and Canada. Our members who serve in the Guard and Reserve and who are called to active duty have implicitly agreed to sacrifice their personal finances, they've agreed to sacrifice family obligations and they have agreed to the ultimate sacrifice of their lives, if necessary, to protect the democratic principles of our two nations.

Our Constitution in its current form adds an additional financial burden and potentially precludes these members from fully participating in the democratic process of our great union. How ironic that, while protecting our right to a democratic society, we would hinder their ability to be an active participant in the most democratic union in the world.

This proposed language allows our membership to proudly serve our nations without any additional hardships placed on them upon their return. I believe that this delegation has the moral responsibility to positively act on behalf

of our members who have dedicated their service to their country and to their union: I would ask the delegates to unanimously endorse this proposal and so move for its adoption.

GENERAL PRESIDENT HOFFA: Okay. We've got a motion and a second. Is there any further discussion?

Is there someone at mike 4? The mike is off.
Any further discussion?

Okay, I'm going to call the question. All those in favor of this amendment, signify by saying aye.

Anybody opposed?

The Constitution is so amended.

ARTICLE II

COMMITTEE CO-CHAIRPERSON
KEEGEL: Mr. Chairman, Article II, Section 4(e), Constitution Committee recommends adoption.

...Reading Clerk Juarez read the following:

ARTICLE II

Section 4(e). All officers and employees of the International Union and of any affiliate (excepting licensed, professional personnel employed as such) shall be considered as meeting the requirement of working at the craft within the jurisdiction for the purpose of retaining active membership and to be eligible for election to office in a Local Union in which he is a member or the International Union or any subordinate body or as a delegate to International Conventions. However, officers who are not full-time employees of an affiliate, who are not otherwise employed at the craft, and who do not receive a salary for performing work for the affiliate in addition to their duties under the Bylaws, shall not be considered to satisfy the working at the craft requirement by virtue of being an officer, ~~for longer than the term of office being served at the time full-time employment at the craft has been terminated.~~

GENERAL PRESIDENT HOFFA: Okay. Is there a motion to accept this amendment?

Mike 2.

DELEGATE BILL LICHTENWALD, IBT Local 20, Toledo, OH: I move to accept the recommendation of the Constitution Committee on this amendment.

GENERAL PRESIDENT HOFFA: Is there a second?

DELEGATE FRANK VALLE, IBT Local 396, Covina, CA: Mr. President, I vote to second it.

GENERAL PRESIDENT HOFFA: Okay, there's been a motion and a second. Is there any discussion?

I'm going to call for the question. All those in favor of the amendment, signify by saying aye.

All those opposed?

The Constitution is amended.

COMMITTEE CO-CHAIRPERSON
KEEGEL: Mr. Chairman, no change in Article III.

Article IV, Section 1(a), Constitution Committee recommends adoption. No, we did that already.

Bear with me. We got through that.

All right. The next change, Mr. Chairman, because we did IV earlier on the merger package, is Article V, Section 1(e).

...Reading Clerk Juarez read the following:

ARTICLE V

Section 1(e). The Vice Presidents, Trustees, Executive Officers, Executive Assistant to the General President, Executive Assistant to the General Secretary-Treasurer, International Representatives, International Auditors, and the General Organizers of the International Union, except as otherwise provided herein, shall be allowed ten dollars (\$10.00) per diem as an incidental allowance. All General Organizers, International Representatives, and International Auditors shall be allowed the sum of five hundred

fifty dollars (\$550.00) per month as an automobile allowance. All Executive Officers, General Organizers, International Representatives, International Auditors, and others working outside their home city, or when traveling in the interest of the organization, shall receive their fare in addition to the above-named sum to and from their destination. In addition, they shall receive a reasonable sum for lodging which, in the United States, shall not exceed one hundred fifty percent (150%) of the federal maximum lodging allowance for each city. Such lodging reimbursement shall be evidenced by receipts. In addition, a meal allowance of ~~seventy-five dollars (\$75.00)~~ one hundred dollars (\$100.00) shall be paid for each day for which a lodging reimbursement is warranted. Provided, however, that the automobile and lodging allowances shall be adjusted on an annual basis in the manner set forth in subsection 1(b) of this Article. On special assignments or where special circumstances require, allowances and expenses shall be as determined by the General President. Allowances and expenses paid by the International Union shall be in lieu of any similar payment by a subordinate body or affiliate.

GENERAL PRESIDENT HOFFA: Thank you. This is a motion to change the meal allowance.

Mike 4.

Go ahead, mike 4.

DELEGATE ALICE T. RILEY-KING, IBT Local 42, Lynn, MA: I rise to make the motion to accept this amendment to the Constitution and wish to speak on it after a second.

GENERAL PRESIDENT HOFFA: Is there a second?

Mike 2.

DELEGATE LARRY ADAMS, IBT Local 891, Jackson, MS: Mr. President, I second the motion.

GENERAL PRESIDENT HOFFA: Okay, back to the original motion. Go back.

Mike 4. Do you want to speak on the motion?

DELEGATE ALICE T. RILEY-KING, IBT Local 42, Lynn, MA: Mr. President, this amendment merely adjusts the meal allowance by taking into account the rate of inflation since the 2001 Convention and trying to project the rate of inflation looking forward to our next convention. In fact, I don't think this should be a controversial amendment. It is responsible, it is fair, and I support the IBT in proposing it. Thank you.

GENERAL PRESIDENT HOFFA: Okay. Is there any further discussion? We have a motion and a second.

I see no other lights lit up. All those in favor of the amendment, signify by saying aye.

Anybody opposed?

None being heard, the amendment goes ahead. Meal allowance is amended.

COMMITTEE CO-CHAIRPERSON
KEEGEL: Mr. Chairman —

GENERAL PRESIDENT HOFFA: Mike 3.
Go ahead, Mike 3.

DELEGATE DARRELL HALL, IBT Local 89, Louisville, KY: Mr. Chairman, they skipped over before I got to it. I want to make an amendment on Article V, Section 1(a).

GENERAL PRESIDENT HOFFA: Wait a minute. You want to amend what?

DELEGATE HALL: I want to amend Article V, Section 1(a). They skipped. I was up here, but they didn't recognize me. I was here.

GENERAL PRESIDENT HOFFA: Okay, what is the amendment on the Article 1(a)?

DELEGATE HALL: Thank you, sir. I'm a proud Leedham delegate. I've been at UPS for 27 years. I'd like to move to amend the report of the Constitutional Committee, Article V, Section 1(a). I move to delete the first two sentences of paragraph 1 and substitute. "The salary of the General President shall be 200,000 per year. The salary of the General Secretary-Treasurer shall be 175,000 per year."

FIRST DAY—MORNING SESSION

Also, delete the third paragraph and substitute "No officer, or agent of this union or any affiliate shall receive a salary or aggregate salary higher than those provided for the General President. No salaried officer or employee of the International Union shall receive an additional salary from another affiliate. The International Union shall be free to compensate affiliates whose officers or employees shall perform services for the International Union."

Mr. Chairman, request to speak on this motion, also. Thank you.

GENERAL PRESIDENT HOFFA: All right. Is there a second?

Mike 1.

DELEGATE SANDY POPE, IBT Local 805, Long Island City, NY: I second the motion.

(Shouts of "Boos" from the delegation.)

GENERAL PRESIDENT HOFFA: Let the delegate talk.

You're seconding?

DELEGATE POPE: Yes, I am.

GENERAL PRESIDENT HOFFA: Okay, that's it. Okay. Back to mike 1. The original mover, you wanted to speak. Go ahead.

DELEGATE DARRELL HALL, IBT Local 89, Louisville, KY: Thank you, Mr. Chairman. At one time International officers took so many salaries that they were making up to half a million. Teamsters members said no once we got the right to vote for members. But we still need a couple improvements.

We need to make a change in salary scale down to 200,000. This still provides top-rung salaries to top officers, but it brings it down from the upper atmosphere. It limits the use of patronage multiple salaries.

If local officials are doing work for the International, the International can still reimburse the locals, and those locals set aside their own salaries. We put more resources to work to building Teamster power.

This says to our members very clearly that it's not like a corporation where people are in for the money. We pay our leaders well, but not at a level that our members find excessive.

When Brother Hoffa ran for General President in 1996, he promised to cut and cap multiple salaries lower than the General President salary to \$150,000. I think he was on the right track. Here in Las Vegas, we're far from the rank and file. I ask you to consider what your members think about this motion. Thank you.

GENERAL PRESIDENT HOFFA: All right. Thank you.

Mike 2.

DELEGATE RICK MIDDLETON, IBT Local 572, Carson, CA: Mr. Chairman, this same amendment has come up one way or another at just about every convention since 1971. It came up in 1971, 1976, 1981, 1986, 1991, and 2001.

In each of those years it has failed flatly and overwhelmingly rejected. You may have noticed one convention I did not mention, the convention in 1996, which is the only convention since 1997 where this issue was not raised, the year Tom Leedham sat on the Constitutional Committee and failed to propose the elimination of multiple salaries at that time.

In fact, no one on the Carey-Leedham administration raised it at that year. This is just another example of TDU hypocrisy.

Mr. Chairman, let's not waste time on this issue. I'd like to make a motion that you close debate and call for the vote.

(Applause)

GENERAL PRESIDENT HOFFA: We have a motion to close debate. Is there a second?

Mike 4.

DELEGATE GARY KITCHEN, IBT Local 880, Windsor, ON, CAN: Mr. Chairman, I concur with the Brother Middleton. This is the same TDU bullshit that we've been putting up with

since '96 every time we get into a convention.

I gladly second the motion to close debate.

GENERAL PRESIDENT HOFFA: Okay. There's been a motion and second to close debate. All those in favor of closing debate, signify by saying aye.

Anybody want to keep the debate going?

Just a few being heard. Debate is closed by the overwhelming voice vote.

Now we're going to go to the original amendment, the amendment that proposed to cut salaries.

All of those in favor of the proposed amendment, signify by saying aye.

All those against the amendment, signify by saying no.

It is rejected.

(Applause)

COMMITTEE CO-CHAIRPERSON

KEEGEL: Mr. Chairman, before I go on to the next change, I would remind the delegates that want to propose amendments, we're certainly willing to accept them. I think you should be at the mike ready, and we'll recognize you and do that.

The next change is on Article V, Section 2. Constitution Committee recommends adoption.

...Reading Clerk Juarez read the following:

ARTICLE V Travel Provisions

Section 2. The General President may travel within North America and abroad for the purpose of promoting the interests and welfare of the International Union and the making of diplomatic contacts with other organizations and institutions. ~~may, at his discretion, travel in the United States and Canada, or, with the approval of the General Executive Board, abroad.~~ The General Executive Board shall provide for all expenses and allowances of the General President when performing the services mentioned herein. Travel abroad shall be con-

sidered a special assignment and the General Executive Board shall have authority to determine the allowances and expenses afforded to the General President, notwithstanding any other provision of this Article.

All the provision of this Section shall be applicable to the General Secretary-Treasurer.

GENERAL PRESIDENT HOFFA: Okay. We have a motion with regard to international travel. Mike 2.

DELEGATE LARRY SLAVENS, IBT Local 760, Yakima, WA: Mr. Chairman, I make a motion that we accept the amendment.

GENERAL PRESIDENT HOFFA: Do we have a second to the amendment?

Mike 2.

DELEGATE DOUG DOWNARD, IBT Local 760, Yakima, WA: Supporter of Hoffa. I second it.

GENERAL PRESIDENT HOFFA: We have a motion to second. Any discussion?

Looking around the room, I don't see any. All those in favor of the proposed amendment, signify by saying aye.

All those opposed, signify by saying nay.

None being heard, the amendment passes.

ANNOUNCEMENTS

GENERAL PRESIDENT HOFFA: Okay. It's been a long day. I want to thank you for your patience. We're going to get close — hold on, we have a couple of announcements here. There will be a School Bus meeting tonight between 7:00 and 8:30 in Bally's Sky View 1. Local unions are encouraged to attend.

There will be a meeting of the Constitution Committee tomorrow at 8:45. We'll be meeting in the area to the right of the stage. All those of the Constitution Committee remember we've got an 8:45 meeting.

We are now in recess until nine o'clock tomorrow morning. Have a good evening. Thank you.

FIRST DAY—MORNING SESSION

(At 5:55 p.m., Monday, June 26, 2006, the Convention was recessed, to reconvene at 9:00 a.m., Tuesday, July 27, 2006.)